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Financing of the United Nations Mission in South Sudan

Budget for the United Nations Mission in South Sudan for the period from 1 July 2016 to 30 June 2017

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Mission in South Sudan (UNMISS) for the period from 1 July 2016 to 30 June 2017, which amounts to $1,120,254,200.

The budget provides for the deployment of up to 222 military observers, 12,778 military contingent personnel, 763 United Nations police officers, 1,160 formed police personnel, 961 international staff, 1,480 national staff, including temporary positions, 442 United Nations Volunteers and 78 Government-provided personnel.

The total resource requirements for UNMISS for the financial period from 1 July 2016 to 30 June 2017 have been linked to the Mission's objective through a number of results-based frameworks, organized according to components, which have been aligned with the key priorities endorsed by the Security Council in its resolution 2252 (2015), those being: (a) protection of civilians; (b) monitoring and investigating human rights; (c) creating the conditions for delivery of humanitarian assistance; (d) supporting the implementation of the Agreement on the Resolution of the Conflict in the Republic of South Sudan (Peace Agreement); and (e) support. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of the executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, in both human and financial resources, have been linked, where applicable, to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures (2014/15)*	*Apportionment[a] (2015/16)*	*Cost estimates (2016/17)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	403 138.7	458 657.3	491 046.7	32 389.4	7.1
Civilian personnel	239 302.0	237 647.5	247 945.8	10 298.3	4.3
Operational costs	399 939.2	389 464.4	381 261.7	(8 202.7)	(2.1)
Gross requirements	**1 042 379.9**	**1 085 769.2**	**1 120 254.2**	**34 485.0**	**3.2**
Staff assessment income	18 824.9	18 175.1	18 855.7	680.6	3.7
Net requirements	**1 023 555.0**	**1 067 594.1**	**1 101 398.5**	**33 804.4**	**3.2**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 042 379.9**	**1 085 769.2**	**1 120 254.2**	**34 485.0**	**3.2**

[a] Includes financial resources for 91 posts and positions, including 35 international posts (1 P-5, 3 P-4, 6 P-3, 1 P-2 and 24 Field Service), 54 national posts (6 National Professional Officer and 48 national General Service) and 2 international United Nations Volunteer positions, and operational costs in respect of the Regional Service Centre in Entebbe, Uganda, which were included in the approved budget for the 2015/16 period. For the 2016/17 period, those requirements are reflected in the proposed budget for the Regional Service Centre, in accordance with General Assembly resolution 69/307.

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary positions*[d]	*United Nations Volunteers*	*Government-provided personnel*	*Total*
Executive direction and management										
Approved 2015/16	–	–	–	–	57	23	3	10	–	**93**
Proposed 2016/17	–	–	–	–	57	23	3	9	–	**92**
Components										
Protection of civilians										
Approved 2015/16	166	12 334	663	660	122	122	10	80	–	**14 157**
Proposed 2016/17	222	12 778	763	1 160	118	154	10	70	–	**15 275**
Monitoring and investigating human rights										
Approved 2015/16	–	–	–	–	65	76	–	48	–	**189**
Proposed 2016/17	–	–	–	–	65	76	–	42	–	**183**
Creating the conditions for delivery of humanitarian assistance										
Approved 2015/16	–	–	–	–	18	45	–	13	–	**76**
Proposed 2016/17	–	–	–	–	18	27	–	12	–	**57**
Supporting the implementation of the Peace Agreement (formerly support for the cessation of hostilities)										
Approved 2015/16	–	–	–	–	21	31	–	10	–	**62**
Proposed 2016/17	–	–	–	–	37	17	–	11	78	**143**
Support										
Approved 2015/16	–	–	–	–	625	1 215	32	302	–	**2 174**
Proposed 2016/17	–	–	–	–	631	1 173	32	298	–	**2 134**
Total										
Approved 2015/16[c]	166	12 334	663	660	908	1 512	45	463	–	**16 751**
Proposed 2016/17	222	12 778	763	1 160	926	1 470	45	442	78	**17 884**
Net change	**56**	**444**	**100**	**500**	**18**	**(42)**	**–**	**(21)**	**78**	**1 133**

[a] Represents the highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.
[c] Excludes 91 posts and positions in respect of the Regional Service Centre in Entebbe.
[d] Funded under general temporary assistance.

A classification exercise with respect to previously unclassified posts was conducted for all missions and service centres during the 2015/16 period. The results of that exercise are reflected in the present report to the extent that any posts were classified at a different level (upward or downward).

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Mission in South Sudan (UNMISS) was established by the Security Council in resolution 1996 (2011) of 9 July 2011. The most recent extension of the mandate was authorized by the Council in resolution 2252 (2015) of 15 December 2015, by which the Council extended the mandate until 31 July 2016.

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, addressing the impact of the conflict, in order to enable peace and reconciliation in the country.

3. Within that overall objective, UNMISS will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. Those frameworks are grouped by components: (a) protection of civilians; (b) monitoring and investigating human rights; (c) creating the conditions for delivery of humanitarian assistance; (d) supporting the implementation of the Agreement on the Resolution of the Conflict in the Republic of South Sudan (Peace Agreement); and (e) support, which are derived from the mandate of the Mission.

4. The expected accomplishments would lead to the fulfilment of the Security Council objective within the lifetime of the Mission and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNMISS in terms of the number of personnel have been attributed to the individual components, with the exception of the executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared with the 2015/16 budget period, including reclassifications, are explained under the respective components.

5. The Mission headquarters is located in Juba and is currently supported by 10 state offices, 3 county support bases and 5 company operating bases. In the 2016/17 period, the majority of civilian staff will be deployed with an emphasis on the most conflict-affected areas, while key political, strategic and advisory functions will be located at Mission headquarters.

B. Planning assumptions and mission support initiatives

6. It is expected that the overall situation in South Sudan will remain challenging in 2016/17, even with the signing of the Peace Agreement brokered under the auspices of the Intergovernmental Authority on Development (IGAD). The Peace Agreement was signed by the parties, including the Sudan People's Liberation Movement/Army in Opposition (SPLM/Army in Opposition) and the former detainees on 17 August 2015 in Addis Abba and by the President, on behalf of the Government of the Republic of South Sudan, on 26 August 2015 in Juba. Both parties declared a permanent ceasefire within 72 hours, on 29 August 2015, as stipulated in the Peace Agreement. However, both sides have accused the other of violating the ceasefire and localized violence has continued to be reported throughout the greater Upper Nile and greater Equatoria regions.

7. Following the signing of the Peace Agreement, the focus moved from Addis Ababa to Juba, where the implementation of the Peace Agreement has begun under the auspices of the Joint Monitoring and Evaluation Commission. The Commission is responsible for overall monitoring and oversight of the implementation of the Peace Agreement, including adherence of the parties to the agreed timelines and implementation schedule.

8. In resolution 2252 (2015), the Security Council outlined clear mandate areas to guide the contribution of UNMISS to the implementation of the Peace Agreement, in line with transitional security arrangements agreed by the parties in discussions of multiple in-depth permanent ceasefire and transitional security arrangements held in Addis Ababa in September, October and November 2015. Those security arrangements covered the numbers of forces authorized to remain in Juba and the size and composition of the Joint Integrated Police, mandated to provide security in Juba, Bentiu, Bor and Malakal during the transition period.

9. Under the oversight of the Joint Monitoring and Evaluation Commission, the parties have begun engagement on and creation of a range of institutions established as part of the implementation of the Peace Agreement, some of which, such as the Ceasefire and Transitional Security Arrangements Monitoring Mechanism, have been established to monitor compliance of the parties and others to create sound institutions of transition, such as the Joint Integrated Police, the Joint Operations Centre and the initial implementation of a unified military force through the creation of a joint military command. Although there has been modest progress in establishing many of those mechanisms and institutions, movement is slow and there are significant political obstacles, not the least of which is President Kiir's plan to create 28 states of South Sudan, given that the Peace Agreement was developed based on the 10-state structure. It is hoped that the institutionalization of the change can be deferred until the formation of the Transitional Government of National Unity and be addressed within that context, but it is likely to create significant challenges to the process. UNMISS is mandated to provide its good offices, when required and given the Mission's expertise, to enable the smooth functioning of the Commission itself, while providing technical and advisory support for the functioning of a number of the institutions of transition, in addition to retaining the four pillars of its previous mandate. Should the 28-state structure hold, UNMISS will engage its good offices, to the extent possible, to ensure the health of the peace process, while addressing the best way ahead for its own operations within a 28-state structure. The Mission would come under political pressure to be represented in all states, although it would seek to address that challenge without additional infrastructure or staffing.

10. Owing to the conflict, the humanitarian situation in South Sudan has continued to deteriorate with an estimated 2.3 million people displaced. Of that total, 1.7 million are displaced within the country and more than 630,000 are seeking safety in neighbouring countries. Furthermore, thousands of civilians under threat of physical violence have sought safety at UNMISS protection of civilians sites. Currently, six such sites are harbouring over 190,000 internally displaced persons, while thousands more have passed through to safer locations. The number of people expected to suffer from food insecurity and require humanitarian assistance in South Sudan is expected to increase in 2016 compared with 2015.

11. The relationship between UNMISS, the parties to the conflict and what is expected to be the Transitional Government of National Unity, have been and are likely to remain challenging, primarily around issues of freedom of movement and security and respect for the Status of Forces Agreement. Incidents and violations by the parties against mission personnel include: obstruction of land, air and marine movement, harassment, threats, physical assault, arrest and detention, abductions and seizure of United Nations assets. If the situation remains challenging, that will have an impact on the Mission's ability to fully implement its mandated tasks. The parties are also likely to blame the Mission for delays and difficulties in the implementation of the Peace Agreement.

12. Within that environment, in the 2016/17 period, the Mission's strategic priorities will continue to be the four main priorities outlined in Security Council resolution 2252 (2015), which include additional tasks to support the parties in the implementation of the recently signed Peace Agreement. The Mission will operate under a number of assumptions. Even with the Peace Agreement signed, there will continue to be a high level of insecurity throughout South Sudan, including sporadic fighting and the internal displacement of people.

13. It is expected that the Government and the Sudan People's Liberation Movement/Army in Opposition will continue to negotiate the terms for implementation of the Peace Agreement. Tensions will remain high throughout the country and there is an increasing chance of fragmentation among support bases and communities, and insecurity is increasingly likely to spread beyond the former conflict-affected states, especially into the Equatoria region.

14. Long-standing communal tensions and local conflicts are likely to be heightened in the Bahr el-Ghazal and Equatoria regions and other parts of the country, particularly between local communities and security actors, including competition for control of the country's natural resources, and with continued discussion of issues related to federalism. Those long-standing tensions are compounded by the move towards a 28-state structure, given sensitivities around possible boundary demarcations that could remove communities from areas they perceive as ancestral.

15. The economic situation has been negatively impacted by the conflict, as a result of the severe decline in oil revenues, large-scale destruction of infrastructure and the potential continuation of diversion of the national budget for defence expenditures. Despite the Peace Agreement, the economic situation is not expected to improve during the 2016/17 period without significant international financial support. The conflict has disrupted livelihoods and access to education, health care and other basic services, which will have long-term ramifications for the civilian population. Such a scenario will hinder the implementation of the Peace Agreement, given that the local population is likely to be impatient to see immediate peace dividends. In addition, the continued diminution of government resources will lead to increased expectations of the Mission and the humanitarian community, which is likely to create further tension in the relationship with the national Government and local governments. The deteriorating economic situation also creates the likelihood of increased criminality, already seen over the last few months. That presents an additional safety and security threat to United Nations personnel and will require the Mission to focus increased resources on security management.

16. Concurrently, the Mission will continue to be faced with the presence of internally displaced persons in UNMISS protection of civilians sites in 2016/17. All efforts will be made to identify and support the implementation of sustainable solutions for the safe and voluntary return of those residing in those sites and in areas of concentration of displaced persons. However, the UNMISS sites will continue to be present in 2016/17 and the challenges of managing internally displaced persons are likely to increase in the medium term, as the population is likely to become frustrated by a lack of immediate improvement in their security and living conditions, despite the Peace Agreement. Those sites will therefore continue to require significant resources, including from the military and police components, and support. Assessments and interventions, to reduce insecurity within and around the sites, will also continue to be implemented.

Protection of civilians

17. In accordance with Security Council resolution 2252 (2015), UNMISS will continue to implement its mandate to protect civilians under threat of physical violence, irrespective of the source of such violence. In line with the mandate, the Mission will undertake its activities while continually reiterating the fact that the Mission's protection of civilians mandate does not replace the primary responsibility of the host State to protect civilians within its borders. The objective is to arrive at a scenario where: (a) civilians, particularly displaced civilians, are protected from the threat of physical violence, irrespective of the source and nature of such violence and within the resources and capabilities of the Mission; (b) women and children are afforded specific protection, as are other groups in a vulnerable position; (c) violence against civilians is deterred, in particular where the relevant authorities are unable or unwilling to provide such security; and (d) a secure environment is fostered for the eventual achievement of durable solutions for internally displaced persons and refugees, including for their safe, voluntary return, local integration, or relocation.

18. To implement that priority mandated task in 2016/17, the Mission will continue to support existing protection of civilians sites, rescaling perimeter security provided by the military and increasing the number of formed police personnel to ensure internal site security. The forces relieved of some static site security tasks will be used to increase the number of austere operating bases, increasing the Mission's outward projection into areas of conflict or at high risk of conflict by increasing the level of proactive, integrated military and civilian dismounted patrolling and supported by the deployment of unarmed unmanned aerial systems, authorized by the Security Council in resolution 2252 (2015), to help provide protection to vulnerable civilians beyond UNMISS premises.

19. Concurrently, the Mission will continue to explore and support opportunities for sustainable solutions to the sites, in close collaboration with the United Nations country team, the humanitarian country team, the national police and other relevant actors and stakeholders, to identify and implement strategies to support returns, local reintegration and relocation. That will include, inter alia, advisory assistance to the Joint Integrated Police. As the security situation remains in flux, including continued violations of the ceasefire associated with the Peace Agreement, there is no timeline set for returns, reintegration and relocation. However, it remains the plan to conduct discussions at the mission/country level through the Protection of Civilians Working Group, which is chaired by the Special Representative of the

Secretary-General, and of which the Senior Management Group (incorporating the United Nations country team) and the humanitarian country team are members.

20. Additionally, the Mission will work to strengthen its early response mechanisms, to include conflict prevention and mitigation efforts, including through further community engagement.

Monitoring, reporting and investigating human rights

21. The Mission's human rights strategy in 2016/17 will focus on monitoring, investigating, verifying and reporting violations and abuses of human rights and violations of international humanitarian law, as well as on conducting regular public reporting on the human rights situation in the country. Key areas of focus for those activities will include gross violations and abuses of human rights and serious violations of international humanitarian law, in particular, grave violations against the most vulnerable, including women, children and internally displaced persons. The Mission will, if requested, provide technical human rights assistance and advice to the Transitional Government of National Unity on enacting enabling legislation for transitional justice institutions, which incorporates international, regional and national human rights standards, including on a bill of rights during the constitutional review process.

22. Further activities, such as capacity-building, will support and strengthen non-governmental national human rights institutions. Those engagements and advocacy activities will be conducted across the country to enhance accountability, end impunity and seek redress for victims. Advocacy efforts will continue to be aimed at securing ratification of key international human rights instruments, meeting reporting obligations under treaties ratified by the Government and implementing the recommendations of human rights mechanisms, including treaty bodies, mandates from the Human Rights Council and the universal periodic review. In addition to technical and advisory services, UNMISS will provide technical assistance to national institutions to support legal reform and bring key national legislation, including the Constitution, into line with international and regional human rights standards.

23. To advocate and support accountability for combating impunity, engagement with a variety of actors, including government authorities, will be necessary. Monitoring and reporting on the administration of justice, particularly any measures taken to address grave violations committed during the conflict, will ensure that the Government of South Sudan meets international standards of due process, transparency and independence and that survivors and victims have access to justice and reparations. To address a wider range of administration of justice issues that have a direct impact on the observance of human rights, such as arbitrary and prolonged detention, conditions in prisons, conflict-related trials and criminal cases handed over from UNMISS protection of civilians sites and military justice, it will be critical to continuously monitor and assess the national justice system. In addition, UNMISS will also monitor and advocate with other administration of justice actors in support of a protective environment for civilians.

24. Further support will be provided through the implementation of the Monitoring Analysis and Reporting Arrangements, which is the mandated mechanism to monitor incidents, trends and patterns of conflict-related sexual violence. Support will also be provided to the Monitoring and Reporting Mechanism Task Force,

which monitors and reports on grave violations against children in armed conflict. UNMISS will continue to work in collaboration with the United Nations Children's Fund (UNICEF) in particular, to assist in the identification and release of children associated with armed groups.

Creating the conditions for delivery of humanitarian assistance

25. In 2016/17, UNMISS will continue to implement its mandate to facilitate the delivery of humanitarian assistance by humanitarian actors. The humanitarian situation in the country is not likely to improve in the short to medium term, despite the existence of the Peace Agreement. Consequently, as required, the Mission will help to create the necessary conditions for the timely delivery of humanitarian assistance and support the immediate, safe and unhindered access of humanitarian workers to populations in need. In line with the operational guidelines for coordination, the Mission will continue to provide armed escorts for road, river and air movements. Furthermore, upon request and within available resources, the Mission will facilitate the activities and efforts of humanitarian actors. In addition, the Mission will continue to work to ensure the security and freedom of movement of United Nations and associated personnel and the security of the installations and equipment necessary for the delivery of humanitarian assistance.

26. Those objectives will be achieved through continuous liaison with humanitarian partners and, when requested, active facilitation and protection of activities for the benefit of humanitarian actors. UNMISS will also continue to use its influence, when requested, to address impediments to the delivery of humanitarian assistance that may be imposed by governmental authorities, the Sudan People's Liberation Army, the Sudan People's Liberation Movement/Army in Opposition and other armed actors. Concurrently, the Mission will continue to support conditions for delivery of humanitarian assistance by conducting surveys and clearance of landmines and explosive remnants of war, especially along routes that are crucial for UNMISS and humanitarian country team operations. All activities supporting the creation of conditions for delivery of humanitarian assistance will continue to apply to humanitarian activities across South Sudan, including, but not limited to, UNMISS protection of civilians sites.

Supporting the implementation of the Peace Agreement

27. UNMISS will carry out its strategy to support the implementation of the Peace Agreement in the 2016/17 period through participation in monitoring mechanisms, as outlined in the Agreement; in the provision of technical assistance in some areas; and in the engagement of good offices to unblock areas of contention throughout the implementation process. Having been mandated to participate in the Joint Monitoring and Evaluation Commission, the Special Representative of the Secretary-General will represent the United Nations on the Commission. The Security Council also requests and encourages the Special Representative of the Secretary-General to exercise her good offices to lead the United Nations system in South Sudan in assisting the Commission, the African Union and other actors, as well as the parties, with swift implementation of the Peace Agreement and to promote reconciliation and the de-escalation of violence.

28. The Mission will also participate in and provide support to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism, the replacement

mechanism for the IGAD Monitoring and Verification Mechanism, which monitored the Cessation of Hostilities Agreement. The Peace Agreement and Security Council resolution 2252 (2015) state that UNMISS will be a participant in the Mechanism and through that participation it plans to provide substantive observation and analytical capacity, including through the deployment of unarmed unmanned aerial systems. It will also provide logistic support to its monitoring teams, which will grow in number from 6 to at least 12.

29. In the 2016/17 period, the Mission will continue to hold regular meetings and maintain other information-sharing mechanisms with the secretariat of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism and the monitoring and verification teams. UNMISS will also assist the monitoring and verification teams in building information networks and in the planning and execution of their activities, in line with the memorandum of understanding signed between UNMISS and the Ceasefire and Transitional Security Arrangements Monitoring Mechanism.

30. In line with the provisions of Security Council resolution 2252 (2015), UNMISS is planning to support the Transitional Government and the National Constitutional Review Commission in the process of drafting a permanent constitution and in implementing the Peace Agreement through legislative reviews encompassing the wide-ranging reform agenda provided for in the Agreement, covering legislation related to, among other things, national security institutions, anti-corruption efforts and land use. Also, in accordance with resolution 2252 (2015), the Mission will work with the Strategic Defence and Security Review Board, using its security sector transformation road map as a basis for the development of national strategies for disarmament, demobilization and reintegration, and security sector reform.

31. UNMISS will also contribute expertise to the institutions and structures of transition established to promote a peaceful and secure transitional period, including providing training and advisory support to the set-up, deployment and delivery of police services of the Joint Integrated Police in Juba, Bentiu, Bor and Malakal. The Mission will also conduct monitoring of, and the provision of advisory support on, Joint Integrated Police operations, to ensure that they benefit the population, in particular women and children, within the wider criminal justice chain, in accordance with international standards and in line with the United Nations human rights due diligence policy.

32. In accordance with its mandate, UNMISS will also provide support to the National Elections Commission, as needed, in order to contribute to preparations for credible elections following a transitional period.

33. UNMISS will continue to engage with national actors, political parties, civil society organizations and faith-based and women's groups to enhance awareness of that particular aspect of its mandate, including explaining and clarifying its role in supporting implementation of the Peace Agreement and informing them of the work of the institutions of the Peace Agreement and transition at the grass-roots level, with emphasis on the participation of women and girls.

Support

34. During the 2016/17 period, UNMISS will continue to provide and improve resource effectiveness and achieve efficiency gains through further standardization

of service delivery and refinement of supply chain management to better support priorities, as authorized by the Security Council in resolution 2252 (2015). The Mission has successfully deployed an increased number of troops, police personnel and relevant enablers, such as the force Riverine Unit, and has improved its capacity to build and maintain infrastructure and deploy materials, supplies and equipment by road, air and river. Those improvements have allowed UNMISS to provide more timely and streamlined support to all mission components to enable their activities to successfully meet the objectives of the mandate.

35. The mission support component will provide essential support in planning and coordinating the earliest deployment of additional mandated personnel to facilitate the effective execution of mandated tasks. The planned deployment of an additional engineering company to Bentiu/Malakal will strengthen the capability to provide necessary support for priority projects, including camp preparation for additional troop deployment and the improvement of infrastructure at those locations.

36. In order to fully support the Mission in fulfilling its mandate, particularly regarding support to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism for monitoring the ceasefire, and to enhance situational awareness and early warning more generally, it is planned to deploy unmanned aerial vehicles as part of an unmanned aerial systems military unit.

37. To date, the Mission has made progress in continually reviewing and, where necessary, realigning its presence at field level to respond to evolving priorities. The decision to close six county support bases was based on the impact assessment of the county support bases, which concluded that the areas where those county support bases are located did not require the focused attention, given the mandate, that a county support base provides, especially given the resources necessary to retain them. The Mission continues to explore and continually review its footprint and, where necessary, rationalize the number of county support bases to ensure effective use of resources.

38. In support of the implementation of the Peace Agreement, the Mission will continue to provide support to the Joint Monitoring and Evaluation Commission. UNMISS has facilitated the deployment of the eight IGAD monitoring and verification teams, one in each UNMISS base in Juba, Bor, Malakal, Bentiu, Nasser, Melut, Aweil and Yambio, with support to be provided for the deployment of additional monitoring and verification teams, including with regard to security. The IGAD Monitoring and Verification Mechanism, established as part of the Cessation of Hostilities Agreement of 23 January 2014, has begun its transition into the Ceasefire and Transitional Security Arrangements Monitoring Mechanism. Once fully operational, the responsibilities of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism will be significantly greater than those previously ascribed to the IGAD Monitoring and Verification Mechanism. It will be tasked with monitoring and reporting on the full complement of security arrangements in the Peace Agreement, including the separation, assembly and cantonment of the forces of the signatories, and the implementation of the security provisions related to Juba.

39. As the IGAD Monitoring and Verification Mechanism transforms into the Ceasefire and Transitional Security Arrangements Monitoring Mechanism and the operations of the monitoring and verifications teams expand from current locations to the 12 currently planned within the UNMISS area of responsibility, the resources

required to support those activities will be increased accordingly and will be governed by a new memorandum of understanding. Support will include the accommodation of teams in UNMISS bases, the provision of office and life-support facilities and the provision of limited communications facilities. Additionally, within constraints, UNMISS will provide force protection to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism for the transportation of patrols of the monitoring and verification teams, especially for monitoring and verification tasks as defined under the Peace Agreement. UNMISS will deploy additional air assets to enable those additional operational tasks to be delivered.

40. In the 2016/17 period, UNMISS will implement an integrated security system and establish a level III medical facility in Juba and a new level II medical facility in Bentiu. That is in line with the Mission's focus on enhancing the security and safety of camp facilities and assets, along with improving the living conditions of mission personnel. As part of the Mission's commitment to mitigating the environmental impact of its operations, UNMISS will construct a solar energy system at United Nations House and implement rain catchment projects in Wau and Pibor, which will collect and re-use rainwater.

41. With regard to construction projects that are worth over $1 million during the 2016/17 period, the following projects are proposed: (a) construction of a level III hospital in Juba at an estimated cost of $4 million; (b) construction of a level II medical facility in Bentiu, at an estimated cost of $3.2 million; (c) construction of a solar energy system at the United Nations House compound in Juba at an estimated cost of $3 million, as part of the Mission's environmental impact programme; (d) stabilization of roads in Malakal and Bentiu camps at an estimated cost of $2 million; (e) maintenance of the Rubkona runway in Bentiu at an estimated cost of $1.9 million; (f) construction of hard-walled warehouses to improve storage capacity, in Juba, Kwajok, Aweil and Rumbek at an estimated cost of $1.1 million; and (g) improvement of roads at the United Nations House compound at an estimated cost of $1.1 million.

42. The 2016/17 budget reflects a net reduction of 45 posts and positions from the approved staffing of the 2015/16 budget. It incorporates the proposed abolishment of 78 posts and positions, 50 of which are due to the closure of six county support bases, 22 of which are posts which have been vacant for two years or more and six posts, including one P-4 post resulting from the closure of a protection of civilians site in Juba, and five national General Service staff posts, according to the Mission's operational needs. In addition, the Mission proposes the establishment of 33 new posts and positions, representing dedicated capacity to fulfil additional tasks related to supporting the implementation of the Peace Agreement. Furthermore, the redeployment of 49 posts and positions, the reassignment of 6 posts and positions and the upgrade of 1 P-3 Logistics Officer post to the P-4 level are proposed in the budget, based on operational requirements.

43. It will be recalled that the General Assembly, in its resolution 69/307, decided that for the 2016/17 period resource requirements for the Regional Service Centre in Entebbe should be presented in a budget proposal to be charged against the missions that the Centre supports. Accordingly, the present report for UNMISS does not include resource requirements for the Regional Service Centre.

C. Regional mission cooperation

44. In 2016/17, UNMISS will continue to undertake coordination arrangements with regional mission partners, including supporting the established Joint Border Verification and Monitoring Mechanism through air support (passenger and cargo) on a case-by-case basis. The Mission will also continue to support the Mechanism through working group arrangements on logistics, security, operations and communications issues and dedicated passenger flights from Entebbe to Wau via Juba, with the United Nations Interim Security Force for Abyei (UNISFA). In addition, UNMISS will continue to provide support to UNISFA for its liaison office in Juba, as needed.

45. In addition, support for IGAD and its transition to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism will be extended in line with the new mandate with a wider scope of support for implementation of the Peace Agreement. The extensive support requirement anticipated for the provisioning of air transportation for the monitoring and verification team patrols of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism, to be conducted jointly with embedded UNMISS military liaison officers and UNMISS force protection personnel, including on visits to cantonment sites, will initially require an additional five dedicated aircraft to be incorporated into the Mission's air fleet.

46. UNMISS will continue to seek support, as needed, from the Transportation and Movements Integrated Control Centre based at the Regional Service Centre in Entebbe, for coordinated and optimized use of available resources, including airfield support equipment, material handling equipment, transportation governance and associated quality assurance functions and personnel training.

47. The Regional Service Centre in Entebbe will continue to provide regional support, including support to the Mission, in the areas of on-boarding and separation, benefits and payroll, financial reporting, uniformed personnel services, vendor payments, entitlement and official travel, claims processing, cashier services, training and conference services, transport and movement control and information technology services.

D. Partnerships, country team coordination and integrated missions

48. The context for development cooperation in South Sudan will continue to be challenging during the 2016/17 period. While the United Nations Development Assistance Framework for the period from July 2014 to June 2016, was signed in November 2014, it is not optimal for addressing the present development needs within the country.

49. The Mission will continue to collaborate with the United Nations country team and the humanitarian country team to identify and implement strategies to support returns, local reintegration and relocation, and other issues related to the protection of civilians. UNMISS will also continue to work with UNICEF in assisting with the identification and release of children associated with armed groups and other issues related to monitoring and investigating human rights.

50. In light of the Peace Agreement, there will be a need to scale up recovery, peacebuilding and development interventions, while continuing to meet the most serious humanitarian needs. That will be done through the development and implementation of the interim cooperation framework, to replace the current Development Assistance Framework, which will cover the period from January 2016 to December 2017. It is expected that the Mission and the United Nations country team will collaborate to define the priorities and strategic areas of intervention and implementation to provide quick and transformational results, based on their respective planning frameworks and comparative advantages. That collaboration will also serve as a robust mechanism for partnership-building and mutual accountability.

51. Concurrently, UNMISS and the United Nations country team will support the implementation of the Peace Agreement in the short, medium and long term, through coordinated planning and execution, based on their comparative advantages. It is expected that this will lead to a more integrated response by the United Nations in South Sudan. The Resident Coordinator's Office will continue to serve as a coordination mechanism between UNMISS, the United Nations country team, the humanitarian country team and other partners in the field, particularly at the county level. To support that integrated effort, a United Nations system-wide early warning strategy, including a coordinated approach to information-gathering, monitoring, verification, early warning and response mechanisms will be implemented, along with the capability for environmental analysis.

E. Results-based-budgeting frameworks

52. In order to facilitate presentation of the proposed changes in human resources, six categories of possible action with respect to staffing have been identified.

Executive direction and management

53. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff								
IV. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General									
Approved posts 2015/16	1	–	2	2	2	**7**	3	–	**10**
Proposed posts 2016/17	1	–	3	2	2	**8**	3	–	**11**
Net change	–	–	**1**	–	–	**1**	–	–	**1**
Special advisers									
Approved posts 2015/16	–	–	1	–	2	**3**	2	1	**6**
Proposed posts 2016/17	–	–	1	–	2	**3**	2	1	**6**
Net change	–	–	–	–	–	–	–	–	–

IV. Civilian staff	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Approved temporary positions[b] 2015/16	–	2	1	–	–	**3**	–	–	**3**
Proposed temporary positions[b] 2016/17	–	2	1	–	–	**3**	–	–	**3**
Net change	–	–	–	–	–	–	–	–	–
Subtotal — Special advisers									
Approved 2015/16	–	2	2	–	2	**6**	2	1	**9**
Proposed 2016/17	–	2	2	–	2	**6**	2	1	**9**
Net change	–	–	–	–	–	–	–	–	–
Office of the Chief of Staff									
Approved posts 2015/16	–	1	2	2	3	**8**	4	1	**13**
Proposed posts 2016/17	–	1	2	2	3	**8**	4	1	**13**
Net change	–	–	–	–	–	–	–	–	–
Protection of Civilians Unit									
Approved posts 2015/16	–	–	4	1	–	**5**	–	1	**6**
Proposed posts 2016/17	–	–	4	1	–	**5**	–	1	**6**
Net change	–	–	–	–	–	–	–	–	–
Field Support Office									
Approved posts 2015/16	–	–	1	1	1	**3**	1	1	**5**
Proposed posts 2016/17	–	–	1	1	1	**3**	1	1	**5**
Net change	–	–	–	–	–	–	–	–	–
Strategic Planning Unit									
Approved posts 2015/16	–	–	2	1	–	**3**	–	1	**4**
Proposed posts 2016/17	–	–	2	1	–	**3**	–	1	**4**
Net change	–	–	–	–	–	–	–	–	–
Best Practices Unit									
Approved posts 2015/16	–	–	1	1	–	**2**	1	–	**3**
Proposed posts 2016/17	–	–	–	1	–	**1**	1	–	**2**
Net change	–	–	**(1)**	–	–	**(1)**	–	–	**(1)**
Legal Affairs Unit									
Approved posts 2015/16	–	–	3	2	1	**6**	5	3	**14**
Proposed posts 2016/17	–	–	3	2	1	**6**	5	2	**13**
Net change	–	–	–	–	–	–	–	**(1)**	**(1)**

IV. Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Conduct and Discipline Team									
Approved posts 2015/16	–	1	3	1	2	7	3	2	12
Proposed posts 2016/17	–	1	3	1	2	7	3	2	12
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Special Representative of the Secretary-General (Political)									
Approved posts 2015/16	1	–	1	2	2	6	3	–	9
Proposed posts 2016/17	1	–	1	2	2	6	3	–	9
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/ Humanitarian Coordinator/Resident Representative)									
Approved posts 2015/16	1	–	2	2	2	7	1	–	8
Proposed posts 2016/17	1	–	2	2	2	7	1	–	8
Net change	–	–	–	–	–	–	–	–	–
Total — Executive Direction									
Approved posts 2015/16	3	2	22	15	15	57	23	10	90
Proposed posts 2016/17	3	2	22	15	15	57	23	9	89
Net change	–	–	–	–	–	–	–	(1)	(1)
Approved temporary positions[b] 2015/16	–	2	1	–	–	3	–	–	3
Proposed temporary positions[b] 2016/17	–	2	1	–	–	3	–	–	3
Net change	–	–	–	–	–	–	–	–	–
Total — Executive Direction									
Approved 2015/16	3	4	23	15	15	60	23	10	93
Proposed 2016/17	3	4	23	15	15	60	23	9	92
Net change	–	–	–	–	–	–	–	(1)	(1)

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

International staff: no net change

United Nations Volunteers: decrease of 1 position

54. The summary of proposed staffing changes under the executive direction and management is presented in the following table.

Table 2
Staffing changes: executive direction and management

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Office of the Special Representative of the Secretary-General	Reassignment	1	1 P-4	To Best Practices Unit
Best Practices Unit	Reassignment	(1)	1 P-4	
Legal Affairs Unit	Redeployment	(1)	1 international United Nations Volunteer	To Legal Reform Team, component 4
Office of the Deputy Special Representative of the Secretary-General (Humanitarian Coordinator/Resident Coordinator)	Abolishment	(1)	1 P-3	
	Establishment		1 P-3	
	Total	**(1)**		

Office of the Special Representative of the Secretary-General

International staff: increase of 1 post (reassignment of 1 P-4 post)

55. The Office of the Special Representative of the Secretary-General provides substantive support on coordination, policy, planning, analysis and protocol for the Special Representative, who provides executive direction and management on behalf of the Secretary-General for the implementation of the Mission's mandate, in accordance with Security Council resolution 2252 (2015). As a result of the Peace Agreement being signed, the Office requires additional capacity to cover many short-term tasks and longer-term planning, including increased coordination activities within the Mission and with the United Nations country team; the drafting and review of strategic documents, correspondence and talking points; and the coordination of visits from the diplomatic community and United Nations Headquarters. Based on the Mission's operational requirements, it is therefore proposed that one Coordination Officer at the P-4 level be reassigned from a Best Practices Officer in the Best Practices Unit.

Best Practices Unit

International staff: decrease of 1 post (reassignment of 1 P-4 post)

56. It is proposed that one Best Practices Officer post be reassigned from the Best Practices Unit, to the Office of the Special Representative of the Secretary-General as a Coordination Officer post at the P-4 level. Within the Best Practices Unit, the current encumbered posts, one at the P-3 level and one at the National Professional Officer level, are sufficient to cover the responsibilities of the Unit, which includes knowledge-sharing, institutional guidance and lessons learned.

Legal Affairs Unit

United Nations Volunteers: decrease of 1 position (redeployment of 1 international United Nations Volunteer position)

57. Based on the Mission's priorities, it is proposed that a Legal Affairs Officer, an international United Nations Volunteer position, be redeployed from the Legal

Affairs Unit to the Legal Reform Team. It is proposed that the Legal Reform Team be established under the Rule of Law Advisory Unit in component 4, supporting the implementation of the Peace Agreement during the 2016/17 period, in accordance with the revised mandate in Security Council resolution 2252 (2015). The functions of the Legal Affairs Officer will be implemented by existing staff within the Legal Affairs Unit.

Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative)

International staff: no net change (establishment of 1 P-3 post and abolishment of 1 P-3 post)

58. The Office of the Deputy Special Representative of the Secretary-General (Humanitarian Coordinator/Resident Coordinator) is responsible for supporting the Special Representative of the Secretary-General in achieving the Mission's overall objectives, as elaborated in relevant Security Council resolutions, most recently in resolution 2252 (2015), which authorizes the Mission to perform additional tasks. The implementation of the mandate will require additional staffing to ensure sufficient expertise and coordination capacity within the Office to ensure a coherent approach to supporting the Peace Agreement by the United Nations in South Sudan, strengthen coordination and collaboration within the United Nations country team and further build strong relationships with other international and bilateral partners in the country. Hence, it is proposed that one Coordination Officer post be established at the P-3 level, to fulfil additional tasks and support the implementation of the mandate.

59. In addition, it is proposed that one Special Assistant post at the P-3 level be abolished, as part of the Mission's efforts to abolish posts that are vacant for two years or more. The existing staff within the Office will absorb the functions associated with that post.

Component 1: protection of civilians

Expected accomplishments	*Indicators of achievement*
1.1 Enhanced protection of civilians through political engagement and processes	1.1.1 Increase in the number of initiatives undertaken by national, state and county-level governments and non-state actors to protect civilians (2014/15: 24; 2015/16: 10; 2016/17: 30)
	1.1.2 Increase in the number of forums to support conflict transformation in all states (2014/15: 15; 2015/16: 40; 2016/17: 40)

Outputs

- Promotion of awareness of the UNMISS mandate and activities among national-level authorities through the organization of 6 consultative meetings with representatives of the Transitional National Legislative Assembly, including the Speaker, Deputy Speakers, minority Whip, and members of specialized committees

- Facilitation of non-violent solutions to tensions and conflicts through the conduct of monthly meetings with representatives of the Transitional Government of National Unity, political parties, Members of Parliament, the President and Vice President's Offices, relevant ministries, the women's parliamentary caucus and relevant opposition elements

- Promotion of the political space needed to engage in effective political dialogue and encouragement of full and unrestricted participation in national and regional political initiatives through the organization of 6 meetings with national stakeholders, including political party leaders, civil society organizations, faith-based groups and women's groups

- Facilitation of effective and coherent international support for the peace process and implementation of the UNMISS mandate by convening 12 meetings with the diplomatic community and donor partners to discuss the evolving political environment, dynamics and related developments

- Promotion of the Mission's mandate for the protection of civilians and the safe return of internally displaced persons through the conduct of 500 meetings with the state and county authorities and security forces, and key community and opinion leaders, including women and youth in all states, including areas of return

- Support for the development of locally owned holistic conflict management strategies for the protection of civilians through the organization and conduct of 22 meetings and 11 workshops for state-level authorities, civil society and community leaders, including women and youth

- Provision of support and advocacy for the implementation of conflict mitigation measures in areas and routes of potential return by internally displaced persons through the conduct of 22 meetings with state authorities throughout the country

- Provision of support for locally initiated political engagement and coordination strategies and initiation of conflict mapping between communities through the conduct of 12 advocacy meetings and 2 conflict management workshops to encourage ethnic communities and authorities of the Greater Pibor Administrative Area to mitigate intercommunal conflict and age-set violence

- Prevention and mitigation of intercommunal and political conflict through the conduct of 12 advocacy meetings and 4 conflict management workshops to assist communities in the Greater Pibor administrative area and the neighbouring communities of Jonglei to develop political engagement and coordination strategies

- Provision of support for the development of locally owned strategies to combat intercommunal and migration-related conflicts through the conduct of 12 preparatory meetings and 8 workshops to assist state authorities, traditional leaders, including women and youth in the Lakes, Warrap, Western Bahr El Ghazal and Western Equatoria regions

- Provision of support and advocacy for reconciliation and conflict-resolution activities at the local and national level, through the conduct of 12 meetings with national and international peace actors, including the development of a national holistic strategy on confidence-building activities

- Provision of support for the mitigation of conflict between communities and visiting pastoral nomads through the organization and conduct of 4 meetings with United Nations partners and international actors to promote the implementation and utilization of proven conflict management strategies and support the development of holistic inter-agency strategies to protect civilians

- Promotion of technical understanding of the UNMISS mandate and support for the development of holistic state-level strategies to protect civilians through the organization and conduct of 20 workshops with national and state-level authorities, civil society and community leaders, as well as potential spoilers

- Promotion of awareness of the prevention and reporting of conflict-related sexual violence through the conduct of a national campaign on the issue and through the provision of support for survivors to report incidents to relevant actors

- Provision of support for relevant institutions and civil society organizations to enhance protection from, and accountability for, incidents of conflict-related sexual violence through development and advocacy for implementation of the national action plan against conflict-related sexual violence

- Launch of a media campaign to raise awareness of: (a) protection of civilians, including publication of 10 stories on websites/social media, the organization and conduct of 80 presentations on the UNMISS mandate for targeted youth and women's groups and civil society organizations, including 4 panel discussions/debates on the protection of civilians (expected accomplishment 1.1); (b) protection of women, children and the elderly from conflict-related sexual and gender-based violence, including the publication of 3 stories on websites/social media, 5 public service announcements on the Mission's efforts to protect women, children and the elderly, and 3 stories to cover traditional conflict resolution mechanisms and local initiatives promoting peace (expected accomplishment 1.2); (c) activities related to the Mission's mine action activities, including stories related to areas cleared of landmines and explosive remnants of war (expected accomplishment 1.2); and (d) return and resettlement activities, including publication of monthly stories on the UNMISS website/social media platforms, 3 stories on websites/social media platforms to promote mine action activities, including cleared areas and safe places for settlement, and production of 4 radio programmes, to be aired on Radio Miraya, on resettlement in partnership with relevant United Nations country team entities (expected accomplishment 1.3)

Expected accomplishments	*Indicators of achievement*
1.2 Improved protection for civilians under threat of physical violence, irrespective of the source of violence, with specific protection for women and children	1.2.1 Reduction in the number of civilian casualties, incidents and physical threats to civilians in and around UNMISS bases and areas of concentration for internally displaced persons and refugees (2014/15: 1,430; 2015/16: 8,000; 2016/17: 5,000)
	1.2.2 Increase in the proportion of intercommunal conflicts at state and county level mitigated by traditional mechanisms, including with the participation of women and youth (2014/15: 20 per cent; 2015/16: 30 per cent; 2016/17: 40 per cent)
	1.2.3 Increase in the number of mechanisms to support the protection of women, children and youth, from conflict-related and gender-based violence (2014/15: 1; 2015/16: 2; 2015/16: 6)
	1.2.4 Survey and clearance of hazardous areas contaminated by landmines and explosive remnants of war in and around UNMISS bases and areas where they may pose a threat to civilians (2014/15: 1,757 hazardous areas decontaminated; 2015/16: 1,100; 2016/17: 1,100)

Outputs

- Provision of support to the mapping of risks and threats to the civilian population, including early warning mechanisms, through the conduct of 120 joint UNMISS field missions, where appropriate with national and international partners, to conflict-affected areas and return sites

- Organization and conduct of 22 workshops/events on conflict management for civilians living in conflict-prone or return areas, with a particular emphasis on promoting the participation of women and youth in a dialogue for peace
- Provision of support to 11 traditional conflict management forums through 11 workshops on conflict management at the subnational level, including women and youth, to promote traditional conflict management mechanisms
- Provision of support to 6 community-based conflict management forums at UNMISS protection of civilians sites through 26 workshops/dialogues on conflict management to assist displaced communities, including women and youth, to resolve intercommunal disputes
- Provision of assistance in the prevention and mitigation of intercommunal conflict through the conduct of 6 joint field missions to areas visited by international pastoral nomads and conduct of 2 workshops for nomads and host communities, including women and youth
- Provision of assistance in conflict management and/or development of peace agreements through the conduct of 36 joint field missions and 18 workshops/conferences for migrating pastoral communities and host agricultural communities, with women's participation
- 770,880 mobile troop patrol days in order to protect civilians by deterring all forms of violence, creating conditions conducive to the delivery of humanitarian assistance and for safe and voluntary return and resettlement by internally displaced persons and refugees, protecting United Nations and other designated personnel and property throughout the mission area, securing fixed/mobile check points and conducting tactical deployments (48 troops per patrol, 44 companies for 365 days)
- 3,120 air patrol hours in support of air reconnaissance and security assessments for the protection of civilians, the creation of conditions conducive to the delivery of humanitarian assistance and assistance to development actors, and for the protection of United Nations and other designated personnel and property throughout the mission area (12 hours per day/5 days a week for 52 weeks)
- 4,160 mobile troop patrol days conducted by military liaison officers operating in integrated teams at the field office level (2 military liaison officers conduct 4 days of patrolling/week for 52 weeks from 10 field offices) and 832 mobile troop days operating in integrated teams at the county level (2 military liaison officers per county support base conduct 4 days of patrolling per week for 52 weeks at 2 county support bases) to deter all forms of violence against civilians, particularly women and girls, engage with local authorities and uniformed services and collect early warning information for interventions in the protection of civilians and prevention of sexual and gender-based violence, including conflict-related sexual violence
- 105,120 static troop days to provide security at UNMISS protection of civilians sites (48 troops to protect 6 UNMISS protection of civilians sites for 365 days)
- Development and implementation of early warning indicators on conflict-related sexual violence for utilization through the conduct of joint missions and patrols
- In coordination with humanitarian actors, provision of technical advice and support to facilitate and monitor implementation action plans in all states to mitigate protection concerns in and around UNMISS bases and areas of vulnerable populations, including women and children
- Clearance of 1,100 known or suspected hazardous areas and the removal or destruction of 20,000 items of explosive remnants of war, including landmines, in areas having an impact on UNMISS protection of civilians sites and areas where there is a threat to civilians, through the completion of explosive ordnance disposal tasks, battle area clearance, non-technical surveys and technical surveys and land release

- Delivery of emergency mine risk education to 200,000 civilians, in accordance with UNMISS priorities, with a special focus on children; awareness-raising through outreach events, such as the International Day for Mine Awareness and Assistance in Mine Action; dissemination of awareness messages; and advocacy with the Government for it to become a party to the Convention on Cluster Munitions and other instruments governing explosive weapons
- Detection capacity for small arms ammunition and explosives at entrances and within UNMISS protection of civilians sites by 6 explosives detection dogs
- 262,800 United Nations formed police unit person days (10 personnel per patrol, 3 patrols per platoon, 4 platoons per formed police unit, 6 formed police units for 365 days) to patrol, maintain vigilance, conduct gender-sensitive security checks and respond to public order situations within the UNMISS protection of civilians sites
- 98,550 United Nations individual police officer operational days at UNMISS protection of civilians sites and areas of high concentration of displaced persons (15 individual police officers per shift, 3 shifts per day, at 6 sites/concentration points for 365 days) to patrol, maintain a police presence and interact with local communities, including joint patrols with other mission components to monitor and report on security-related threats and human rights violations
- 19,710 individual corrections officer days (6 individual Correction Officers per shift, 3 shifts per day, at 3 holding facilities for 365 days) to provide administrative, security and operational services at UNMISS holding facilities attached to protection of civilians sites in Juba, Malakal and Bentiu
- Management of security incidents and crimes committed by internally displaced persons within UNMISS protection of civilians sites through weekly handover risk assessments of suspects and monthly liaison meetings with the police, the National Prison Service of South Sudan, the judiciary and prosecutors' offices to monitor and advocate for adherence to due process for suspects handed over by UNMISS in accordance with the human rights due diligence policy
- In close coordination with relevant partners in the UNMISS protection of civilians sites, training for 650 community watch group members and leaders, including women, in those sites in Juba, Bor, Bentiu and Malakal to support crime prevention, community safety and relations, and community-led informal mitigation and dispute resolution mechanisms

Expected accomplishments	*Indicators of achievement*
1.3 Secure environment for the safe and voluntary return and reintegration of internally displaced persons and refugees	1.3.1 Number of persons displaced since December 2013 who have chosen to return or reintegrate voluntarily (2014/15: 0; 2015/16: 2.2 million; 2016/17: 160,000)
	1.3.2 Reduction in the threat of landmines and explosive remnants of war through surveys and clearance to foster and support a safer environment for voluntary return and resettlement of internally displaced persons and refugees (2014/15: 12.1 million m^2 cleared of landmines and explosive remnants of war; 2015/16: 10 million m^2; 2016/17: 10 million m^2)

Outputs

- Organization and conduct of 20 joint field missions to assess conflict environment at possible return sites and 10 workshops on conflict management with communities at return sites to provide support for resolving conflicts between host communities and returnees
- Organization and conduct of 12 meetings with internally displaced persons, including women, at UNMISS protection of civilians sites and other locations to inform them of the situation at the location of their proposed return/destination, and 12 conflict management workshops for internally displaced persons demonstrating interest and intent to return to their place of origin or to go to a place of destination
- In coordination with the United Nations country team, the humanitarian country team, the Government and other relevant partners, development of a joint strategy and joint action plans to establish the groundwork for and facilitate the safe and voluntary return and reintegration of internally displaced persons
- Provision of 18 training sessions for internally displaced persons in UNMISS protection of civilians sites and vulnerable populations, including women and children, in other locations to identify concerns about protection and requirements for safe and sustainable return and reintegration
- Implementation of surveys of internally displaced persons in UNMISS protection of civilians sites and populations affected by violence in other locations to establish preferred destinations for relocation and reintegration, and production of 1 related report
- Clearance and survey of 10 million m^2 of land for release to communities in support of safe and voluntary returns and the resumption of livelihood activities
- Completion of 750 village/town surveys for the removal of abandoned ordnance and stockpiles from public buildings, including schools
- Provision of support for the South Sudan National Police Service confidence- and trust-building policing project in Juba, Malakal, Bentiu and Bor, through the conduct of 16 sensitization seminars/workshops and weekly consultative meetings with the National Police Service, community leaders, civil society organizations, women representatives and other stakeholders on civilian protection strategies, human rights, community-based policing, trust-building and conditions conducive to the voluntary return or relocation of internally displaced persons

External factors

The Government takes responsibility for the protection of civilians and enables a secure and stable environment to encourage and support return and resettlement of internally displaced persons. Further enablers will include local authorities and institutions and the freedom of movement to conduct patrols. Continued fighting and an expansion of the humanitarian crisis, particularly food insecurity and malnutrition, will lead to further civilians seeking protection in UNMISS sites

Table 3
Human resources: component 1, protection of civilians

Category									*Total*
I. Military observers									
Approved 2015/16									166
Proposed 2016/17									222
Net change									**56**
II. Military contingents									
Approved 2015/16									12 334
Proposed 2016/17									12 778
Net change									**444**
III. United Nations police									
Approved 2015/16									663
Proposed 2016/17									763
Net change									**100**
IV. Formed police units									
Approved 2015/16									660
Proposed 2016/17									1 160
Net change									**500**

	International staff								
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Political Affairs Division									
Approved posts 2015/16	–	–	3	2	–	**5**	2	–	**7**
Proposed posts 2016/17	–	–	3	2	–	**5**	2	–	**7**
Net change	–	–	–	–	–	**–**	–	–	**–**
Communications and Public Information Division									
Approved posts 2015/16	–	1	3	3	4	**11**	32	8	**51**
Proposed posts 2016/17	–	1	3	3	3	**10**	30	8	**48**
Net change	–	–	–	–	(1)	**(1)**	(2)	–	**(3)**
Relief, Reintegration and Protection Section									
Approved posts 2015/16	–	1	4	8	2	**15**	23	11	**49**
Proposed posts 2016/17	–	1	4	8	2	**15**	23	7	**45**
Net change	–	–	–	–	–	**–**	–	(4)	**(4)**

Office of the Force Commander									
Approved posts 2015/16	1	2	–	–	2	**5**	2	–	**7**
Proposed posts 2016/17	1	2	–	–	2	**5**	2	–	**7**
Net change	–	–	–	–	–	–	–	–	–
State Coordinator's Office									
Approved posts 2015/16	–	3	7	10	10	**30**	21	16	**67**
Proposed posts 2016/17	–	3	7	10	10	**30**	64	16	**110**
Net change	–	–	–	–	–	–	**43**	–	**43**
Civil Affairs Division									
Approved posts 2015/16	–	1	10	10	1	**22**	30	37	**89**
Proposed posts 2016/17	–	1	10	10	1	**22**	22	31	**75**
Net change	–	–	–	–	–	–	**(8)**	**(6)**	**(14)**
Office of the Police Commissioner									
Approved posts 2015/16	–	2	11	1	4	**18**	3	–	**21**
Proposed posts 2016/17	–	2	8	2	3	**15**	2	–	**17**
Net change	–	–	**(3)**	**1**	**(1)**	**(3)**	**(1)**	–	**(4)**
HIV/AIDS Unit									
Approved posts 2015/16	–	–	1	1	1	**3**	4	4	**11**
Proposed posts 2016/17	–	–	1	1	1	**3**	4	4	**11**
Net change	–	–	–	–	–	–	–	–	–
Joint Mission Analysis Centre									
Approved posts 2015/16	–	–	2	8	–	**10**	3	2	**15**
Proposed posts 2016/17	–	–	2	8	–	**10**	3	2	**15**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions[b] 2015/16	–	–	–	–	–	–	10	–	**10**
Proposed temporary positions[b] 2016/17	–	–	–	–	–	–	10	–	**10**
Net change	–	–	–	–	–	–	–	–	–
Subtotal — Joint Mission Analysis Centre									
Approved 2015/16	–	–	2	8	–	**10**	13	2	**25**
Proposed 2016/17	–	–	2	8	–	**10**	13	2	**25**
Net change	–	–	–	–	–	–	–	–	–
Gender Unit									
Approved posts 2015/16	–	–	1	1	–	**2**	1	–	**3**
Proposed posts 2016/17	–	–	1	1	–	**2**	1	–	**3**
Net change	–	–	–	–	–	–	–	–	–

Child Protection Unit									
Approved posts 2015/16	–	–	–	1	–	1	1	2	4
Proposed posts 2016/17	–	–	–	1	–	1	1	2	4
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2015/16	1	10	42	45	24	122	122	80	324
Proposed posts 2016/17	1	10	39	46	22	118	154	70	342
Net change	–	–	(3)	1	(2)	(4)	32	(10)	18
Approved temporary positions[b] 2015/16	–	–	–	–	–	–	10	–	10
Proposed temporary positions[b] 2016/17	–	–	–	–	–	–	10	–	10
Net change	–	–	–	–	–	–	–	–	–
Total, civilian staff									
Approved 2015/16	1	10	42	45	24	122	132	80	334
Proposed 2016/17	1	10	39	46	22	118	164	70	352
Net change	–	–	(3)	1	(2)	(4)	32	(10)	18
Total (I-V)									
Approved 2015/16									14 157
Proposed 2016/17									15 275
Net change									1 118

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

International staff: decrease of 4 posts

National staff: net increase of 32 posts

United Nations Volunteers: decrease of 10 positions

60. The summary of proposed staffing changes under component 1, protection of civilians, is presented in the following table.

Table 4
Staffing changes: component 1, protection of civilians

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Communications and Public Information Division	Abolishment	(3)	1 Field Service, 2 national General Service	
Relief, Reintegration and Protection Section	Abolishment	(4)	4 international United Nations Volunteers	
State Coordinator's Office	Redeployment	44	44 national General Service	From Civil Affairs Division
	Abolishment	(1)	1 national General Service	
Civil Affairs Division	Redeployment	(8)	8 national General Service	To State Coordinator's Office
	Abolishment	(6)	6 international United Nations Volunteers	
Office of the Police Commissioner	Redeployment	(3)	1 P-5, 1 P-4, 1 national General Service	To Rule of Law Advisory Unit (P-5, Justice Advisory Team; P-4, Corrections Team; and national General Service, Legal Reform Team), component 4
	Reassignment	(1)	1 Field Service	To Political Affairs Division, component 4
	Abolishment	(1)	1 P-4	
	Establishment	1	1 P-3	
	Total	**18**		

Communications and Public Information Division

International staff: decrease of 1 post (abolishment of 1 Field Service post)

National staff: decrease of 2 posts (abolishment of 2 national General Service staff posts)

61. As part of the Mission's efforts to abolish posts that have been vacant for two years or more, it is proposed that one Field Service post of Webmaster and two national General Service posts of Public Information Assistant be abolished. The functions of those posts will be absorbed by existing staff within the Communications and Public Information Division.

Relief, Reintegration and Protection Section

United Nations Volunteers: decrease of 4 positions (abolishment of 4 International United Nations Volunteer positions)

62. As a result of the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, the Mission has identified 50 posts and positions that are located in those bases for abolishment. Among those 50 posts and positions, four are international United Nations Volunteer positions of Return, Reintegration and Peacebuilding Officer.

State Coordinator's Office

National staff: net increase of 43 posts (redeployment of 44 national General Service staff posts and abolishment of one national General Service staff post)

63. The State Coordinator's Office includes 10 offices throughout South Sudan, each headed by State Coordinators, who are appointed by the Special Representative of the Secretary-General and are the highest-ranking United Nations representatives at the state level. The primary role of the State Coordinator is to provide overall coherence for implementation of the Mission's mandate in the state, develop a workplan for the state office and provide oversight for its programme delivery, in accordance with mission priorities and strategic and policy guidance from senior management. Community Liaison Assistants, all at the national General Service level, provide local-level facilitative support, enable monitoring and information-gathering, establish contact with local authorities and service providers and act as the cultural interface for the Mission's uniformed and civilian components. Those posts currently come under the Civil Affairs Division. Given that the Community Liaison Assistants carry out their duties across mission components at the state level, it is therefore proposed that 44 Community Liaison Assistants from the Civil Affairs Division, across components 1, 3 and 4, be redeployed to the State Coordinator's Office. That redeployment is expected to result in better coordination, management and supervision of those posts, in accordance with the Mission's needs and priorities at the state level.

64. As part of the Mission's efforts to abolish posts that have been vacant for two years or more, it is proposed that one Office Assistant post at the national General Service level be abolished. The functions of that post will be implemented and absorbed by existing staff within the State Coordinator's Office in Aweil.

Civil Affairs Division

National staff: decrease of 8 posts (redeployment of 8 national General Service staff posts)

United Nations Volunteers: decrease of 6 positions (abolishment of 6 International United Nations Volunteer positions)

65. From the Civil Affairs Division, it is proposed that 8 Community Liaison Assistants at the national General Service level be redeployed to the State Coordinator's Office, accounting for 8 of the 44 Community Liaison Assistants previously mentioned under the State Coordinator's Office. In addition, six international United Nations Volunteer positions of Civil Affairs Officer form part of the 50 posts and positions that the Mission has identified for abolishment owing to the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei.

Office of the Police Commissioner

International staff: net decrease of 3 posts (redeployment of 1 P-5 and 1 P-4 post, reassignment of 1 Field Service post, abolishment of 1 P-4 post and establishment of 1 P-3 post)

National staff: decrease of 1 post (redeployment of 1 national General Service staff post)

66. In line with Security Council resolution 2252 (2015), the Mission proposes to enhance its capacity to support the implementation of the Peace Agreement. That increased capacity includes the establishment of a new unit, the Rule of Law Advisory Unit under component 4, which requires staffing changes that affect other sections/offices/units from other mission components. In that regard, it is proposed that three posts from the Office of the Police Commissioner be redeployed to the Rule of Law Advisory Unit, comprising one Senior Corrections Adviser at the P-5 level to the Justice Advisory Team, one Corrections Officer at the P-4 level to the Corrections Team and one Administrative Assistant at the national General Service staff level to the Legal Reform Team.

67. Based on the Mission's priorities, it is also proposed that one Logistics Assistant at the Field Service level be reassigned from the Office of the Police Commissioner to the Political Affairs Division under component 4, as an Administrative Assistant. The reassignment of the post is expected to fulfil the additional support required by the Political Affairs Division, which it is proposed will enhance its capacity under the revised mandate in Security Council resolution 2252 (2015).

68. The Mission also proposes to abolish one P-4 post, a Protection of Civilians Coordinator, owing to the closure of one protection of civilians site at Tomping, Juba, where the post was assigned.

69. According to the Peace Agreement, the Joint Integrated Police will be established in Juba, Bor, Bentiu and Malakal. In order to coordinate the monitoring, reporting and evaluation of Joint Integrated Police operations in those locations, with a special focus on its management, accountability and oversight, the Mission proposes to establish a Joint Integrated Police Coordinator at the P-3 level, to fulfil those responsibilities. The Joint Integrated Police Coordinator will provide strategic and operational direction to the Joint Integrated Police in Juba, Bor, Malakal and Bentiu and act as a link for communication between UNMISS and the national police service, to ensure a coordinated approach to Joint Integrated Police operations. That will help to build confidence and trust between the warring factions and internally displaced persons.

Component 2: monitoring and investigating human rights

Expected accomplishments	*Indicators of achievement*
2.1 Conducive environment created for combating impunity for abuses and violations of human rights and international humanitarian law by all parties to the conflict	2.1.1 Reduction in the confirmed number of abuses and violations of human rights and international humanitarian law, including those that may amount to war crimes and crimes against humanity (2014/15: 41; 2015/16: 35; 2016/17: 33)
	2.1.2 Monitoring, investigation, verification and reporting on the use of cluster munitions and other conventional weapons deemed to have indiscriminate effects (2014/15: not applicable; 2015/16: 100 per cent of sites newly identified as contaminated with cluster munitions surveyed; 2016/17: 100 per cent)

Outputs

- Continuous monitoring, investigation and verification of reports of human rights violations and international humanitarian law, with a particular focus on gross violations, violations against children, sexual and gender-based violence and conflict-related sexual violence, and publication of 5 public reports on the human rights situation in South Sudan
- Identification of human rights violations and contribution to the Mission's early warning and early response mechanism for detecting, preventing and responding to human rights violations through the conduct of weekly monitoring activities in all states
- Provision of support for civil society actors, particularly women's groups, traditional justice actors, human rights defenders and journalists to foster and promote a human rights culture through the conduct of 30 civilian patrolling operations in areas that may be vulnerable to violence, to prevent and respond to human rights violations, including sexual and gender-based violence and conflict-related sexual violence
- Monitoring and assessment of detention centres on a weekly basis in all states through visits to police stations, prisons and holding facilities of military detention and UNMISS protection of civilians sites to ensure compliance with international human rights standards and organization of 5 consultative meetings and workshops for relevant national stakeholders, including women representatives, on the rights of arrested and detained persons
- Monitoring of transitional justice processes and accountability measures taken by Government actors and armed forces, and of persons detained in UNMISS protection of civilians sites and individuals handed over to the national authorities by UNMISS, through continuous provision of technical assistance, advice and support to the judiciary and other rule of law institutions; and reporting and provision of recommendations and organization of sensitization activities, including 5 workshops, on international, regional and national justice mechanisms and administration of justice for relevant national stakeholders and civil society, to help promote compliance with international standards of due process, transparency and independence
- Organization of 10 workshops at UNMISS protection of civilians sites (Juba, Bentiu, Bor and Malakal), and in other areas where internally displaced persons are concentrated, with community leaders, youth and women's groups to advocate for human rights protection and promotion and 10 workshops with community leaders and faith-based organizations to advocate for and promote a human rights culture and peaceful coexistence

- Provision of technical assistance and support to the National Constitutional Review Commission and other relevant authorities for drafting the constitutional bill of rights and other human rights-related provisions through the conduct of 10 advisory meetings with the National Constitutional Review Commission, the Ministry of Justice, the South Sudan Human Rights Commission, the National Legislative Assembly and other relevant stakeholders, including civil society organizations
- Provision of support during the constitution-making process through broadcast of radio discussions on the bill of rights in the permanent constitution, which is still to be drafted, and conduct of 5 inclusive public consultations at the national and subnational level to facilitate wider public participation in constitution-making debates, leading to public submissions to the National Constitutional Review Commission
- Provision of institutional support and knowledge-sharing through the conduct of 5 workshops for representatives of the National Constitutional Review Commission, the Ministry of Justice, the South Sudan Human Rights Commission, the National Legislative Assembly and other relevant stakeholders, including civil society organizations, on the proposed constitutional bill of rights
- Organization and conduct of 20 events for International Women's Day, the 16 Days of Activism Against Gender-Based Violence and International Human Rights Day and the distribution of promotional materials to foster and promote a human rights culture
- Provision of advocacy and support to the Government to become party to the Convention on Cluster Munitions and other relevant instruments governing explosive weapons
- Advocacy for and monitoring of adherence to the rule of law and international human rights standards by the Joint Integrated Police and other actors associated with the administration of justice in all states, through monthly planning and coordination meetings and daily engagement on prolonged/arbitrary detentions and violence against women, children and other vulnerable groups, including the training of members from the Joint Integrated Police and National Prison Service on human rights, international humanitarian law and professional ethics, in strict compliance with the United Nations human rights due diligence policy
- Launch of a media campaign to increase awareness of: (a) human rights, through the publication of 3 stories to support efforts to reduce human rights violations and promote awareness of abuses on websites and social media platforms, production of 12 video stories and 12 photo stories, and the organization and conduct of 7 outreach events to mark International Human Rights Day and the 16 Days of Activism Against Gender-Based Violence at the subnational level (expected accomplishment 2.1); (b) conflict-related sexual and gender-based violence, through the publication of 3 related stories; in collaboration with UNICEF and other relevant actors, organization and conduct of 4 children's debates; and organization and conduct of 5 panel discussions/debates on gender-based violence (expected accomplishment 2.2); and (c) child protection and grave violations issues, through provision of support for awareness-raising events, including the national "Children Not Soldiers" campaign, the International Day of the African Child and Universal Children's Day (expected accomplishment 2.3)

Expected accomplishments	*Indicators of achievement*
2.2 Strengthened monitoring, investigation, verification and reporting on abuses and violations committed against women, including conflict-related sexual violence	2.2.1 Reduction in the confirmed number of violations and abuses committed against women, including sexual and gender-based violence (2014/15: 167; 2015/16: 30; 2016/17: 40)
	2.2.2 Increase in the number of reports on conflict-related sexual and gender-based violence in South Sudan by relevant actors, including national women's groups and civil society organizations (2014/15: 10; 2015/16: 3; 2016/17: 4)

Outputs

- Implementation of the Monitoring, Analysis and Reporting Arrangements at the national and state level as a reporting mechanism to detect, prevent and respond to conflict-related sexual violence, including the organization and conduct of 3 training sessions for members of the mechanism to enhance the sharing of accurate information on conflict-related sexual violence incidents, and 10 meetings of the Working Group of the mechanism and the development and dissemination of 4 reports on the patterns, trends and response to conflict-related sexual violence
- Organization and conduct of 3 meetings with representatives of the parties to the conflict to monitor and support implementation of the joint communiqué on addressing conflict-related sexual violence
- Development of guidelines, in collaboration with relevant United Nations country team actors, to enhance national and state-level capacity to effectively investigate conflict-related sexual violence and support victims' rights to justice, reparation and compensation for conflict-related sexual violence incidents
- In line with Security Council resolution 1960 (2010) on women and peace and security, organization and conduct of 3 meetings of the Joint Consultation Forum to improve coordination amongst actors for advocacy and response in addressing conflict-related sexual violence
- Preparation of 1 annual report on conflict-related sexual violence in South Sudan
- Organization and conduct of 12 awareness-raising events, in coordination with relevant civil society organizations, to promote prevention of conflict-related sexual violence
- In collaboration with relevant national institutions and civil society organizations, development and implementation of a workplan for prevention of and response to conflict-related sexual violence, for adoption by the Council of Ministers
- Promotion of the prevention of sexual and gender-based violence and violence against children in UNMISS protection of civilians sites and all states in South Sudan through the conduct of 22 community workshops, including the use of print media and Radio Miraya broadcasts

Expected accomplishments	*Indicators of achievement*
2.3 Improved prevention measures and creation of a protective environment by key actors for children affected by armed conflict, violence, abuse and exploitation	2.3.1 No increase in the number of reported incidents of grave violations against children, such as children associated with armed forces and groups, sexual violence and abuse, attacks in schools and hospitals, abductions and denial of humanitarian assistance (2014/15: 669; 2015/16: 500; 2016/17: 500)
	2.3.2 Full implementation of the recommitment agreement of the revised action plan of the Sudan People's Liberation Army to halt the recruitment and use of children and a commitment by SPLM/Army in Opposition to end grave violations against children

Outputs

- Monitoring, investigation and verification of grave violations committed against children by armed forces and groups and reporting of such violations to the Security Council Working Group on Children and Armed Conflict, as required under Security Council resolution 1612 (2005)

- Provision of 25 training sessions for national and local child protection actors/partners and civil society organizations to strengthen monitoring, verification, analysis and reporting mechanism of grave violations and abuses committed against children and 50 training sessions on child protection issues and grave violations against children for the Sudan People's Liberation Army, SPLM/Army In Opposition, the Ministry of Defence and Veterans Affairs, state and local authorities and civil society organizations
- Provision of support to identify, screen, register, and release children associated with the Sudan People's Liberation Army, SPLM/Army in Opposition and associated armed groups, including family tracing and reunification and community reintegration activities
- Provision of support for the development of a plan of action for government entities and other stakeholders for the reintegration of child soldiers
- Provision of support for and monitoring of implementation of the mechanism of existing military command of the Sudan People's Liberation Army and of punitive orders prohibiting and criminalizing the recruitment and use of children, rapes and sexual violence, attacks and occupation/use of schools and hospitals by the armed forces and armed groups, to increase accountability and fight impunity

External factors

Parties to the conflict fully engage with implementation of the Peace Agreement; the Sudan People's Liberation Army/Ministry of Defence and Veterans Affairs and SPLM/Army in Opposition fully commit to releasing all children associated with the armed forces and armed groups, including the implementation of a plan of action and unhindered access to cantonment areas and barracks granted by the Sudan People's Liberation Army and SPLM/Army in Opposition during the process of identification, verification, screening and registration of child soldiers

Table 5
Human resources: component 2, monitoring and investigating human rights

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Human Rights Division									
Approved posts 2015/16	–	1	18	22	2	**43**	32	35	**110**
Proposed posts 2016/17	–	1	18	22	2	**43**	32	29	**104**
Net change	–	–	–	–	–	–	–	**(6)**	**(6)**
Child Protection Unit									
Approved posts 2015/16	–	–	3	6	1	**10**	11	7	**28**
Proposed posts 2016/17	–	–	3	6	1	**10**	11	7	**28**
Net change	–	–	–	–	–	–	–	–	–
Gender Unit									
Approved posts 2015/16	–	–	2	2	1	**5**	8	2	**15**
Proposed posts 2016/17	–	–	2	2	1	**5**	8	2	**15**
Net change	–	–	–	–	–	–	–	–	–

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Communications and Public Information Division									
Approved posts 2015/16	–	–	2	2	3	7	25	4	36
Proposed posts 2016/17	–	–	2	2	3	7	25	4	36
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2015/16	–	1	25	32	7	65	76	48	189
Proposed 2016/17	–	1	25	32	7	65	76	42	183
Net change	–	–	–	–	–	–	–	(6)	(6)

[a] Includes National Professional Officers and national General Service staff.

United Nations Volunteers: decrease of 6 positions

70. The summary of proposed staffing changes under component 2, monitoring and investigating human rights, is presented in table 6.

Table 6
Staffing changes: component 2, monitoring and investigating human rights

Office/Section/Unit	Type of proposed staffing change	Number of posts and positions	Post and position details	To/from
Human Rights Division	Abolishment	(6)	6 international United Nations Volunteers	
	Total	**(6)**		

Human Rights Division

United Nations Volunteers: decrease of 6 positions (abolishment of 6 international United Nations Volunteer positions)

71. As a result of the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, the Mission has identified 50 posts and positions located in those bases for abolishment. Among those 50 posts and positions, 6 are international United Nations Volunteer positions of Human Rights Officer.

Component 3: creating the conditions for delivery of humanitarian assistance

Expected accomplishments	*Indicators of achievement*
3.1 A safe and secure environment to facilitate humanitarian access	3.1.1 No increase in the number of incidents in which humanitarian workers are prevented from accessing affected areas owing to insecurity (2014/15: 739; 2015/16: 420; 2016/17: 420)
	3.1.2 Kilometres of route verification, clearance operations or convoy escort/route-proving conducted on designated priority routes to mitigate threats from landmines and explosive remnants of war and permit freedom of movement for United Nations and humanitarian actors (2014/15: 2,350 km of roads cleared/verified; 2015/16: 1,705 km; 2016/17: 2,500 km)

Outputs

- Implementation of action plans in all states to enhance access and provide a safe and secure environment for humanitarian actors, including in UNMISS protection of civilians sites
- Verification and clearance of priority routes and provision of convoy escorts/route-proving for safer freedom of movement for humanitarian actors and relief personnel and all helicopter landing sites within 72 hours of tasking by UNMISS
- 21,840 mobile troop-days conducted by the Riverine Unit to facilitate access to protection of civilians sites along the White Nile by both United Nations and other humanitarian agencies (2 sites x 35 troops per day x 6 patrols/week for 52 weeks)
- Contribution towards situational awareness of the conflict environment from a local perspective for national and international humanitarian organizations through monthly briefings, as appropriate
- Launch of a media campaign to raise awareness of: (a) mine action activities, including clearance and verification of routes through the publication of 3 stories on websites and social media platforms and production of 6 video stories and 6 photo stories for UNMISS social media outlets and local and international media (expected accomplishment 3.1) and (b) efforts to prevent and/or respond to security incidents, including efforts to train and assist community watch groups in protection of civilians sites through the publication of 3 stories on websites and social media platforms and the broadcast of 4 programmes on Radio Miraya (expected accomplishment 3.2)

Expected accomplishments	*Indicators of achievement*
3.2 Improved security and freedom of movement for United Nations and designated personnel, assets and installations	3.2.1 Reduction in the number of security incidents in and around UNMISS protection of civilians sites by all parties to the conflict (2014/15: 1,832; 2015/16: 950; 2016/17: 920)
	3.2.2 No increase in the number of security incidents and violations of the Status of Forces Agreement as pertains to United Nations and designated personnel, assets and installations throughout South Sudan (2014/15: 463; 2015/16: 250; 2016/17: 250)

	3.2.3 Increase in the number of personnel receiving awareness training on landmines/explosive remnants of war during training on safe and secure approaches in field environments, Military Liaison Officer induction training courses and ad hoc requests by mission components and humanitarian partners. (2014/15: 1,505; 2015/16: 1,700, 2016/17: 1,800)

Outputs

- Provision of awareness training on landmine and explosive remnants of war to 1,800 humanitarian and UNMISS personnel to increase their knowledge of threats and how to operate in a contaminated environment
- Dissemination of mine action information and guidance to stakeholders and partners, including maps and updates, the implementation of mine action operations, accidents caused by mines and/or explosive remnants of war and new or existing threats from mines and/or explosive remnants of war
- 254,040 static troop days to provide security at all UNMISS bases (24 troops/day x 29 locations (including 12 battalion headquarters, 10 field offices, 5 company operating bases and 2 county support bases) x 365 days)
- Provision of advocacy and daily liaison with the national Diplomatic Protection Unit, immigration officers and airport security actors on the freedom of movement of United Nations staff, including violations of the Status of Forces Agreement

External factors

Continued respect by internally displaced persons for the civilian and impartial nature of the protection of civilians sites; impact of the economic situation on security in and around the protection sites; engagement of the Joint Integrated Police in policing areas near the protection sites; respect by military actors and armed groups for freedom of movement and the inviolability of the protection sites; and agreement of local authorities to the implementation of quick-impact projects that facilitate humanitarian access

Table 7
Human resources: component 3, creating the conditions for delivery of humanitarian assistance

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Civil Affairs Division									
Approved posts 2015/16	–	–	2	6	–	**8**	25	5	**38**
Proposed posts 2016/17	–	–	2	6	–	**8**	7	5	**20**
Net change	–	–	–	–	–	–	**(18)**	–	**(18)**
Relief, Reintegration and Protection Section									
Approved posts 2015/16	–	–	2	4	1	**7**	11	6	**24**
Proposed posts 2016/17	–	–	2	4	1	**7**	11	5	**23**
Net change	–	–	–	–	–	–	–	**(1)**	**(1)**
Communications and Public Information Division									
Approved posts 2015/16	–	–	1	1	1	**3**	9	2	**14**
Proposed posts 2016/17	–	–	1	1	1	**3**	9	2	**14**
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2015/16	–	–	5	11	2	**18**	45	13	**76**
Proposed 2016/17	–	–	5	11	2	**18**	27	12	**57**
Net change	–	–	–	–	–	–	**(18)**	**(1)**	**(19)**

[a] Includes National Professional Officers and national General Service staff.

National staff: decrease of 18 posts

United Nations Volunteers: decrease of 1 position

72. The summary of proposed staffing changes under component 3, creating the conditions for delivery of humanitarian assistance, is presented in the following table.

Table 8
Staffing changes: component 3, creating the conditions for delivery of humanitarian assistance

Office/Section/Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Civil Affairs Division	Redeployment	(18)	18 national General Service	To State Coordinator's Office, component 1
Relief, Reintegration and Protection Section	Abolishment	(1)	1 international United Nations Volunteer	
	Total	**(19)**		

Civil Affairs Division

National staff: decrease of 18 posts (redeployment of 18 national General Service staff posts)

73. The Mission proposes that 18 Community Liaison Assistants at the national General Service level be redeployed from the Civil Affairs Division to the State Coordinator's Office in component 1, accounting for 18 of the 44 Community Liaison Assistants previously mentioned under the State Coordinator's Office.

Relief, Reintegration and Protection Section

United Nations Volunteers: decrease of 1 position (abolishment of 1 international United Nations Volunteer position)

74. Owing to the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, the Mission has identified 50 posts and positions located in those bases for abolishment. Among those 50 posts and positions, 1 is an international United Nations Volunteer position of Return, Reintegration and Peacebuilding Officer.

Component 4: supporting the implementation of the Peace Agreement

Expected accomplishments	*Indicators of achievement*
4.1 Institutions established by the Agreement to monitor and coordinate its implementation are supported and fulfilling their role	4.1.1 Joint Monitoring and Evaluation Commission meetings are held regularly with the participation of all parties, to oversee the implementation of the Peace Agreement (2015/16: not applicable; 2016/17: 12)
	4.1.2 All 12 monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism are operational and respond swiftly to complaints of ceasefire violations and conduct regular monitoring of cantonment sites
	4.1.3 The Joint Operations Centre is fully functioning, in line with the Peace Agreement

Outputs

- Provision of support for the oversight by the Joint Monitoring and Evaluation Commission of the implementation of the Peace Agreement through participation in 14 meetings of the Joint Monitoring and Evaluation Commission, including the provision of good offices
- Promotion of common and coherent support from the international community for the Joint Monitoring and Evaluation Commission and implementation of the Peace Agreement through the conduct of 14 meetings with international partner organizations, the diplomatic corps and regional entities
- Provision of advice through consultations with the Transitional Government of National Unity on an as-needed basis, including the provision of good offices to the parties for the resolution of contentious issues, and provision of support for the formulation of national policies based on transparent, participatory and accountable decision-making, including the participation of women at all levels of governance

- Organization and conduct of 6 meetings with political parties and national civil society, including representatives of women's groups, to promote the opening of the political space to a broader range of political and civil society actors, with discussions on participation in political processes and developments and evolving political dynamics, including the UNMISS mandate and its role in supporting political and peace processes and the Peace Agreement, as well as monthly meetings with South Sudanese stakeholders, consisting of civil society, faith-based groups, representatives of the disabled, youth groups, women's organizations, and academia, to discuss key issues and to encourage and support full and inclusive engagement in political processes
- Provision of support for conflict mitigation and management and provision of assistance in gathering gender-sensitive information through the conduct of 36 meetings and 12 joint missions with monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism in the greater Upper Nile region to enable implementation of the Agreement
- Development of a gender checklist for use by the monitoring and verification teams to mainstream gender into monitoring and verification activities
- Provision of support to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism, including facilitating the deployment of monitoring and verification teams through daily liaison with the IGAD Joint Technical Committee to coordinate operations, and organization of 2 meetings per month to address issues pertaining to support for the Mechanism
- 87,600 mobile troop days conducted in integrated teams in support of 12 Ceasefire and Transitional Security Arrangements Monitoring Mechanism teams supporting the monitoring of the ceasefire and transitional security arrangements (20 soldiers x 12 CTSAMM teams for 365 days)
- Provision of support, including housing, administrative and logistic support, for monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism
- Publication of videos, photos and other documents on the Mission's support for the implementation of the Peace Agreement, including the organization and conduct of panel discussions for broadcast on Radio Miraya to raise awareness of the roles and responsibilities of the relevant actors supporting the implementation of the Agreement, and broadcast of a weekly drama programme to promote peace and reconciliation
- Provision of support for the planning and establishment of agreed transitional security arrangements, including the establishment and operation of the Joint Operations Centre

Expected accomplishments	*Indicators of achievement*
4.2 Institutionalize the Peace Agreement in the interim and permanent Constitutions and complete amendment/drafting of legislation in support of the wider reform agenda in accordance with the Peace Agreement	4.2.1 Agreement on proposed constitutional amendments and core elements of a draft permanent constitution with representative public consultations conducted by the National Constitutional Review Commission, and drafting of three pieces of legislation in critical reform areas for the implementation of the Peace Agreement

Outputs

- Provision of good offices, advice and support on the establishment and proper functioning of the National Constitutional Review Commission through weekly meetings with representatives of the Transitional Government of National Unity
- Organization of three workshops with members of the National Constitutional Review Commission to promote the adoption of internationally accepted standards and best practices in the process of drafting a permanent constitution

- Coordination of international support to the constitutional review process to ensure coherence and consistency in the delivery of assistance through the establishment of a principals' consultative forum and a technical consultative group
- Provision of advice, technical assistance and support to the National Constitutional Review Commission on drafting a permanent constitution, including gender mainstreaming
- Organization of three round-table forums with selected target groups of South Sudanese stakeholders to raise awareness of key issues informing the public consultation process for drafting of the permanent constitution and to encourage widespread participation in the process
- Provision of advice, technical assistance and support to the Transitional Government of National Unity in the process of identification, review and drafting of key legislation in line with reform areas noted in the Peace Agreement

Expected accomplishments	*Indicators of achievement*
4.3 Elections held in accordance with international standards following the transitional period	4.3.1 The National Elections Commission is fully functional and preparations for elections are on schedule, in accordance with the timetable for the Peace Agreement

Outputs

- In coordination with the United Nations country team and international partners, provision of technical assistance to the National Elections Commission, including advice on and drafting of relevant electoral legislation

Expected accomplishments	*Indicators of achievement*
4.4 A safe and secure environment through comprehensive addressing of security sector reform and disarmament, demobilization and reintegration issues by the Transitional Government of National Unity through the Strategic Defence and Security Review Board	4.4.1 Completion of a comprehensive road map for security sector transformation by the Strategic Defence and Security Review Board, which will lay the groundwork for disarmament, demobilization and reintegration and security sector reform processes

Outputs

- Provision of good offices to encourage and support political agreement on disarmament, demobilization and reintegration and security sector reform through regular engagement with the Strategic Defence and Security Review Board, the Joint Monitoring and Evaluation Commission and officials of the Transitional Government
- Provision of technical advice and assistance for the development of a comprehensive strategy for disarmament, demobilization and reintegration and security sector reform, in alignment with international standards and gender concerns through participation in working-level meetings with representatives of the Transitional Government of National Unity and other relevant stakeholders, as needed

Expected accomplishments	*Indicators of achievement*
4.5 The Joint Integrated Police is operational and providing security in Juba, Bentiu, Bor, and Malakal, in accordance with the Peace Agreement	4.5.1 Approval and implementation of all key strategic and operational documents for the Joint Integrated Police force, including the terms of reference, overall strategy, and concept of operations

4.5.2 A number of Joint Integrated Police officers who have received training are deployed and operational, under a functional command structure and linked with the wider criminal justice system (2016/17: 5,400)

Outputs

- Development of a comprehensive curriculum for 5,400 Joint Integrated Police officers through the conduct of monthly coordination meetings and contribution towards the work of dedicated subcommittees, and provision of technical assistance and support to develop strategic and operational documents linked to the criminal justice chain, such as the concept of operations, terms of reference and an overall strategy for the Joint Integrated Police
- Provision of advice and oversight for Joint Integrated Police operations on a daily basis through integrated capacity to ensure alignment with national legal frameworks and international standards in Juba, Bentiu, Bor and Malakal

External factors

Continued engagement of the signatories with the institutions and mechanisms of the Peace Agreement and timelines for their implementation; political environment remains sufficiently open for discussion of key issues in inclusive forums; military actors and armed groups respect the freedom of movement of UNMISS personnel and Ceasefire and Transitional Security Arrangements Monitoring Mechanism monitoring and verification teams; monitoring and verification teams are sufficiently resourced to carry out monitoring; the Joint Integrated Police force is sufficiently resourced to be able to deploy in field locations; the Joint Integrated Police force is politically supported by the authorities and security institutions at the local level

Table 9
Human resources: component 4, supporting the implementation of the Peace Agreement

Category									***Total***
I. Government-provided personnel									
Approved 2015/16									–
Proposed 2016/17									**78**
Net change									**78**
	International staff								
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Joint Operations Centre									
Approved posts 2015/16	–	–	2	5	1	**8**	–	4	**12**
Proposed posts 2016/17	–	–	2	5	1	**8**	–	4	**12**
Net change	–	–	–	–	–	–	–	–	–
Political Affairs Division									
Approved posts 2015/16	–	1	4	4	1	**10**	2	–	**12**
Proposed posts 2016/17	–	1	5	5	2	**13**	5	–	**18**
Net change	–	–	1	1	1	**3**	**3**	–	**6**

Civil Affairs Division									
Approved posts 2015/16	–	–	1	1	–	2	25	5	32
Proposed posts 2016/17	–	–	1	1	–	2	7	4	13
Net change	–	–	–	–	–	–	(18)	(1)	(19)
Communications and Public Information Division									
Approved posts 2015/16	–	–	–	–	1	1	4	1	6
Proposed posts 2016/17	–	–	–	–	1	1	4	1	6
Net change	–	–	–	–	–	–	–	–	–
Rule of Law Advisory Unit									
Approved posts 2015/16	–	–	–	–	–	–	–	–	–
Proposed posts 2016/17	–	1	9	2	1	13	1	2	16
Net change	–	1	9	2	1	13	1	2	16
Total, civilian staff									
Approved posts 2015/16	–	1	7	10	3	21	31	10	62
Proposed posts 2016/17	–	2	17	13	5	37	17	11	65
Net change	–	1	10	3	2	16	(14)	1	3
Total (I-II)									
Approved 2015/16									62
Proposed 2016/17									143
Net change									81

[a] Includes National Professional Officers and national General Service staff.

International staff: net increase of 16 posts

National staff: net decrease of 14 posts

United Nations Volunteers: net increase of 1 position

75. The summary of proposed staffing changes under component 4, supporting the implementation of the Peace Agreement, is presented in the following table.

Table 10
Staffing changes: component 4, supporting the implementation of the Peace Agreement

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Joint Operations Centre	Reassignment	(1)	1 Field Service	To the Office of the State Administrative Officer — Operations
	Redeployment	1	1 Field Service	From the Office of the State Administrative Officer — Operations
Political Affairs Division	Establishment	5	1 P-4, 1 P-3 and 3 National Professional Officers	
	Reassignment	1	1 Field Service	From the Office of the Police Commissioner, component 1
Civil Affairs Division	Redeployment	(18)	18 national General Service	To State Coordinator's Office, component 1
	Reassignment	(1)	1 international United Nations Volunteer	To the Rule of Law Advisory Unit, component 4
Rule of Law Advisory Unit	Establishment	11	1 D-1, 4 P-5, 3 P-4, 2 P-3 and 1 Field Service	
	Redeployment	3	1 P-5, 1 P-4, 1 national General Service	From the Office of the Police Commissioner, component 1
	Redeployment	1	1 international United Nations Volunteer	From the Legal Affairs Unit, executive direction and management
	Reassignment	1	1 international United Nations Volunteer	From the Civil Affairs Division, component 4
	Total	**3**		

Joint Operations Centre

International staff: no net change (reassignment of 1 Field Service post and redeployment of 1 Field Service post)

76. The Joint Operations Centre is the integrated information monitoring, reporting and situational awareness hub for UNMISS and the main communication channel with the Peacekeeping Situation Centre and communications with other operations. The Centre provides support for the Mission's response to crises and emergencies by immediately alerting its leadership to incidents in the Mission's area of operations and coordinating a response, following guidance from the leadership. In order to enhance the operations of the Centre, it is proposed that one Field Service Administrative Assistant post be redeployed from the Office of the State Administrative Officer — Operations. The Centre currently has no dedicated capacity to cover issues and fulfil responsibilities related to human resources, training and logistics within the Centre. The Administrative Assistant will provide dedicated administrative and logistic support to enable officers in the Centre to focus on and fulfil their functions and responsibilities. It is also proposed that one Field Service Information Systems Officer post be reassigned to the Office of the State Administrative Officer — Operations, based on the Mission's operational needs.

Political Affairs Division

International staff: increase of 3 posts (establishment of 1 P-4 and 1 P-3 post and reassignment of 1 Field Service post)

National staff: increase of 3 posts (establishment of 3 National Professional Officers)

77. Pursuant to Security Council resolution 2252 (2015), specifically paragraph 8 (d), UNMISS is mandated to support the implementation of the Peace Agreement. In addition to its existing responsibilities under earlier mandates, it is envisaged that part of the responsibility for fulfilling the tasks set out in resolution 2252 (2015) will fall on the Political Affairs Division. In particular, the Division will, upon the request of the parties to the Agreement, be required to provide support to the National Constitutional Amendment Committee, the Transitional Government of National Unity and the National Constitutional Review Commission, to support the process of drafting a permanent constitution, including the provision of technical assistance, in close coordination and collaboration with the proposed Rule of Law Advisory Unit and other mission components and to support public consultations during the constitution-making process. Accordingly, the Political Affairs Division will provide support, advice and guidance to the Mission in its efforts to support implementation of the Peace Agreement and the transitional arrangements, including the review and reform of constitutional and related political processes.

78. In order to enhance the Mission's capacity to fulfil its additional responsibilities, it is therefore proposed that two Political Affairs Officer posts at the P-4 and P-3 levels be established. Those posts are expected to provide the necessary technical expertise to ensure that there is capacity to factor appropriate constitutional review and reform issues into the broader transitional political process, the processes for the critical constitutional review and reform transitional arrangements, and the process of drafting a permanent constitution that is envisaged.

79. In addition, it is proposed that three Political Affairs Officer posts at the National Professional Officer levels be established. The proposed National Professional Officers will be expected, inter alia, to facilitate and support the Political Affairs Division in engaging regularly and extensively with the National Constitutional Amendment Committee, the National Constitutional Review Commission, the Transitional National Legislative Assembly, the Transitional Government of National Unity, political parties and diverse civil society organizations, as well as providing assistance with the discharge of related technical tasks and responsibilities.

80. Furthermore, it is proposed that one Administrative Assistant, be reassigned from a Logistics Assistant post in the Office of the Police Commissioner. The proposed reassignment of the post is expected to provide the additional support required by the Political Affairs Division, which is expected to increase its capacity owing to the revised mandate set out in Security Council resolution 2252 (2015).

Civil Affairs Division

National staff: decrease of 18 posts (redeployment of 18 national General Service staff posts)

United Nations Volunteers: decrease of 1 position (reassignment of 1 international United Nations Volunteer position)

81. The redeployment of 18 Community Liaison Assistant posts at the national General Service level from the Civil Affairs Division is proposed as part of the redeployment of 44 Community Liaison Assistants to the State Coordinator's Office in component 1. In addition, based on the Mission's priority to increase the capacity required to fulfil the revised mandate as outlined in Security Council resolution 2252 (2015), it is proposed that a Civil Affairs Officer, an international United Nations Volunteer, be reassigned to the proposed Rule of Law Advisory Unit, as a Rule of Law Officer. The Rule of Law Officer will provide critical analytical and drafting support to senior advisers, which will enable senior advisers to provide timely support to the Special Representative of the Secretary-General and relevant stakeholders of the Peace Agreement.

Rule of Law Advisory Unit

International staff: increase of 13 posts (establishment of 1 D-1, 4 P-5, 3 P-4, 2 P-3 and 1 Field Service posts, redeployment of 1 P-5 and 1 P-4 post)

National staff: increase of 1 post (redeployment of 1 national General Service post)

United Nations Volunteers: increase of 2 positions (redeployment of 1 international United Nations Volunteer position and reassignment of 1 international United Nations Volunteer position)

82. In accordance with Security Council resolution 2252 (2015), the Mission is mandated to support the implementation of the Peace Agreement. In order to enhance its capacity to fulfil its revised mandate, it is that a Rule of Law Advisory Unit be established. The Rule of Law Advisory Unit will function in an advisory capacity that will support the monitoring and evaluation function of the Joint Monitoring and Evaluation Commission and provide technical advice to the Strategic Defence and Security Review Board, if requested, while providing technical support to the development of national security sector reform and disarmament, demobilization and reintegration strategies. The Unit will assist the Special Representative of the Secretary-General in exercising her good offices in the Commission and coordinate with other security sector reform and disarmament, demobilization and reintegration stakeholders, as necessary. The Unit will also support the establishment and initial operations of the Joint Integrated Police, through advisory and technical guidance, in conjunction with United Nations police activities related to the Joint Integrated Police. The Unit will address and strengthen linkages between the Joint Integrated Police and wider justice and corrections issues and ensure a harmonized and coordinated approach to those issues by the Mission and other stakeholders. The Unit will also provide oversight of the operation of UNMISS holding facilities in relevant protection sites and coordinate the handover of suspects to national authorities, as appropriate. In close coordination with the Political Affairs Division, the Unit will provide technical assistance and advice on the constitution-making process, and will also advocate for and technically support the institutionalization, through legislation, of the reform agenda outlined in the

Peace Agreement. That could include legislation in a number of areas, including the security sector, land use and public financial management. The Unit will also ensure complementarity of efforts. The intention of establishing the Rule of Law Advisory Unit is also to ensure an integrated and coherent approach of the Mission in supporting the Peace Agreement at a critical stage, particularly regarding the support provided to the Joint Integrated Police and to national and regional actors and institutions.

83. The Rule of Law Advisory Unit will comprise five subunits, namely, (a) the Rule of Law Advisory Unit — Unit Chief and Front Office, (b) the Corrections Team (c) the Legal Reform Team, (d) the Security Sector Reform and Disarmament, Demobilization and Reintegration Team and (e) the Justice Advisory Team. The proposed Rule of Law Advisory Unit will report to the Deputy Special Representative of the Secretary-General (Political) in order to ensure close cooperation with the Human Rights Division and the Office of the Police Commissioner and for consistency with reporting structures. A further breakdown of the proposed staffing within the subunits under the Rule of Law Advisory Unit is presented in the following table.

Table 11
Staffing proposals: Rule of Law Advisory Unit

Office/Section/Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position detail[a]*	*To/from*
Rule of Law Advisory Unit-Unit Chief and Front Office	Establishment	2	1 D-1 and 1 Field Service	
	Reassignment	1	1 international United Nations Volunteer	From the Civil Affairs Division, component 4
Corrections Team	Establishment	1	1 P-5	
	Redeployment	1	1 P-4	From the Office of the Police Commissioner
Legal Reform Team	Establishment	1	1 P-5	
	Redeployment	1	1 international United Nations Volunteer	From the Legal Affairs Unit, executive direction and management
	Redeployment	1	1 national General Service	From the Office of the Police Commissioner
SSR and DDR Team[a]	Establishment	3	1 P-5, 1 P-4, 1 P-3	
Justice Advisory Team	Establishment	4	1 P-5, 2 P-4, 1 P-3	
	Redeployment	1	1 P-5	From the Office of the Police Commissioner
	Total	**16**		

[a] Security Sector Reform and Disarmament, Demobilization and Reintegration Team.

Rule of Law Advisory Unit — Unit Chief and Front Office

84. It is proposed that a Unit Chief and Front Office be established, headed by a principal Rule of Law Adviser and Chief, Rule of Law Advisory Unit, at the D-1 level to provide leadership and guidance. The incumbent of the post will provide strategic expert capacity in rule of law and related areas to ensure adequate advisory

services for the Special Representative of the Secretary-General, in the discharge of her good offices functions and to the relevant institutions of the Peace Agreement, director-level management capacity to provide strategic guidance and managerial oversight to the teams under the Unit and strategic vision and leadership in engagement with other mission components and external stakeholders to ensure coordinated support to the implementation of the Peace Agreement.

85. In order to support the Unit Chief and Front Office, it is also proposed that one Field Service Administrative Assistant post be established. The incumbent of that post will provide critical administrative support to the principal Rule of Law Advisor and other teams within the Rule of Law Advisory Unit, allowing the Unit to provide timely support to the Special Representative of the Secretary-General and the Transitional Government of National Unity. The Administrative Assistant will also ensure coordination of administrative processes with other sections/offices/units within UNMISS.

86. Based on the Mission's priority to increase the capacity required to fulfil the revised mandate, as outlined in Security Council resolution 2252 (2015), it is also proposed that an international United Nations Volunteer Rule of Law Officer be reassigned from a Civil Affairs Officer in the Civil Affairs Division. The Rule of Law Officer will provide critical analytical and drafting support to senior advisers, which will enable the provision of timely support to the Special Representative of the Secretary-General and relevant stakeholders of the Peace Agreement.

Corrections Team

87. It is proposed that a Corrections Team be created within the Rule of Law Advisory Unit. It would be primarily responsible for the management and operation of holding facilities within protection of civilians sites. The subunit would also ensure adequate handling of suspects where crimes are committed by internally displaced persons within UNMISS protection of civilians sites. The subunit would conduct weekly handover risk assessments of suspects and monthly liaison meetings with the police, the National Prison Service, the judiciary and prosecutors' offices to monitor and advocate for adherence to due process for suspects handed over by UNMISS, in accordance with the human rights due diligence policy.

88. It is proposed that a Senior Corrections Officer post (Holding Facilities) be established at the P-5 level, to provide leadership and management for the subunit, including the provision of administrative, security and operational oversight of holding facilities in protection of civilians sites in Juba, Malakal and Bentiu. The Senior Corrections Officer will be supported by a Corrections Officer at the P-4 level and 78 government-provided personnel, as mandated in Security Council resolution 2252 (2015) for deployment to direct detention facility management.

89. The Corrections Officer at the P-4 level has been proposed for redeployment from the Office of the Police Commissioner in component 1. The Corrections Officer will provide support to the Senior Corrections Officer in detention facility management in Juba, Bentiu and Malakal and ensure the proper handling of suspects by the Mission's correction officers and national authorities during and after the handover of detainees.

Legal Reform Team

90. It is proposed that a Legal Reform Team be established to provide technical assistance and advice on the constitution-making process. It is also proposed that it provide support and advocacy for the reform agenda through legislation, as outlined in the Peace Agreement. In order to fulfil the proposed responsibilities of the team, it will be necessary to have specialized and experienced legal reform capacity to ensure that the principal Rule of Law Adviser, in close cooperation with the Political Affairs Division, is able to provide sufficient substantive quality of support to the Transitional Government of National Unity and the National Constitutional Review Commission with strategic and technical analysis, legal drafting and policy advice.

91. It is proposed that a Senior Judicial Affairs Officer post at the P-5 level be established to provide management and leadership of the Legal Reform Team. The Senior Judicial Affairs Officer will also provide strategic coordination capacity to conduct joint planning and regular meetings with other mission components and external stakeholders to ensure harmonization of support for the National Constitutional Review Commission and other relevant institutions, including the judiciary, relating to the Peace Agreement.

92. In order to support the team, it is also proposed that one Judicial Affairs Officer (international United Nations Volunteer) from the Legal Affairs Unit and one Administrative Assistant (national General Service) from the Office of the Police Commissioner be redeployed. The Judicial Affairs Officer will perform critical tasks, including information-gathering, analytical and drafting support for the Senior Judicial Affairs Officer to assist the National Constitutional Review Commission and ensure coordination with other stakeholders and the provision of documentation for internal purposes. The Administrative Assistant will provide administrative support on a daily basis, in coordination with the Mission Support Division, provide internal information management support to ensure adequate and appropriate storage of information, facilitate the timely dissemination of information within the Mission and provide support in coordination with national stakeholders to ensure that meetings are conducted in a timely manner.

Security Sector Reform and Disarmament, Demobilization and Reintegration Team

93. It is proposed that a Security Sector Reform and Disarmament, Demobilization and Reintegration Team be created to ensure that security sector reform and disarmament, demobilization and reintegration issues are being addressed by the Transitional Government of National Unity through the Strategic Defence and Security Review Board, using the security sector transformation road map as a basis for the development of national strategies for disarmament, demobilization and reintegration and security sector reform. In that regard, it is proposed that three posts be established, comprising a Senior Security Sector Reform and Disarmament, Demobilization and Reintegration Officer at the P-5 level and two Security Sector Reform and Disarmament, Demobilization and Reintegration Officers at the P-4 and P-3 level.

94. The Senior Security Sector Reform and Disarmament, Demobilization and Reintegration Officer will provide substantive and managerial leadership for the Mission's security sector reform and disarmament, demobilization and reintegration capacity and conduct strategic and technical coordination with other stakeholders.

The Officer at the P-4 level will provide substantive policy and analytical support to the Senior Officer and carry out coordination functions at the technical level. The Officer at the P-3 level will provide support to the Senior Officer and the Officer at the P-4 level through the collection and analysis of information from a wide range of stakeholders and through drafting reports, briefings and assessments.

Justice Advisory Team

95. It is proposed to create a Justice Advisory Team for the institutional coordination of the Joint Integrated Police and to strengthen linkages between the Joint Integrated Police and broader justice and corrections issues. The team will be responsible for the development of strategic and operational documents and curriculum development and training support. It will also provide advisory support to and oversight of Joint Integrated Police operations that will be delivered in an integrated manner with a strong rule of law perspective, in close cooperation with relevant mission components. In that regard, it is proposed that a Senior Corrections Adviser (Policy and Liaison) at the P-5 level be redeployed from the Office of the Police Commissioner in component 1. Furthermore, it is proposed that four posts be established, comprising a Senior Rule of Law Officer at the P-5 level, an Investigator (International Criminal Law Expert) and a Judicial Affairs Officer (International Criminal Law Expert), both at the P-4 levels and a Rule of Law Coordination Officer at the P-3 level.

96. It is proposed that the Senior Corrections Adviser (Policy and Liaison), be redeployed from the Office of the Police Commissioner, and the post of Senior Rule of Law Officer, which it is also proposed be established, will both be responsible for institutional coordination in support of the Joint Integrated Police and the provision of justice and corrections advisory support, from a strategic perspective, to the Transitional Government of National Unity and other national stakeholders to strengthen the rule of law in South Sudan. The incumbents of those posts will also be responsible for establishing and maintaining an appropriate link between the Joint Integrated Police and the national corrections system, while supporting the Joint Integrated Police in accordance with international law and standards through advisory and technical assistance. The incumbents of those posts will ensure implementation of the Mission's comprehensive approach in addressing criminal justice issues.

97. The Investigator and the Judicial Affairs Officer, both international criminal law experts, will provide advice on the Mission's potential contribution to formal criminal accountability and technical assistance on the eventual resumption of police investigation and other prosecutorial functions, which will require the development of investigation and prosecution strategies by transitional institutions as they relate to violations of international humanitarian law, crimes against humanity, war crimes and other atrocity crimes and crimes that fuel violent conflict within the wider framework of a transitional justice concept. The Investigator will assist with strengthening the capacity of the Joint Integrated Police by planning and advising on potential support and training on the core investigative elements of serious crimes, including the preparation and management of investigation plans, the conduct of sensitive and complex interviews, such as interviews of particularly vulnerable witnesses, and management of witness protection evidence to ensure criminal accountability for serious crimes in support of the implementation of the Peace Agreement. The Judicial Affairs Officer will assist with in-depth analysis of

the legal and institutional framework for criminal accountability for serious crimes in South Sudan, in order to advise on the legislative reform required to ensure criminal accountability for serious crimes in support of the implementation of the Peace Agreement.

98. The Rule of Law Coordination Officer will be the immediate link to other mission components regarding support to the Joint Integrated Police. The Rule of Law Coordination Officer will support the Senior Corrections Adviser (Policy and Liaison) and the Senior Rule of Law Officer on the Justice Advisory Team in establishing and maintaining a clear link between the Joint Integrated Police and other national and local justice elements.

Component 5: support

Expected accomplishments	*Indicators of achievement*
5.1 Increased efficiency and effectiveness of logistical, administrative and security support provided to the Mission	5.1.1 Continued achievement of a vehicle availability rate of at least 80 per cent for light passenger vehicles and 65 per cent for heavy vehicles (2014/15: 82 per cent for light passenger vehicles and 90 per cent for heavy vehicles; 2015/16: 80 per cent for light passenger vehicles and 65 per cent for heavy vehicles; 2016/17: 85 per cent for light passenger vehicles and 75 per cent for heavy vehicles)

Outputs

Service improvements

- Continued improvement in the utilization of air assets, with the provision of increased support to the implementation of the Peace Agreement and the activities of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism through a reconfiguration of the existing and additional aircraft fleet to leverage existing capacities, while maintaining service levels, and the use of the regional aircraft fleet in Entebbe and the wide-body passenger aircraft long-term service agreement to capitalize on existing contracted assets and exploit new contracting agreements for the rotation, deployment and repatriation of military contingent personnel
- Ongoing implementation and refinement of the Mission's supply chain concept of operations in order to deliver services effectively and efficiently throughout the Mission through the monitoring of key performance indicators to ensure that targets are measured, improved and achieved
- Improved access to centralized services through the implementation of a planned increase in Internet bandwidth capacity, with the projected use of "fibre-over-satellite" services to support the expanded use of Internet-based applications such as Umoja and upgrade of satellite configurations within the Mission, in line with the use of existing corporate satellite bandwidth at all field missions
- Improved management of facilities and infrastructure projects through increased use of the Mission's project management team with clearer project development and monitoring mechanisms
- Implementation of a road maintenance programme for the roads between Bor and Juba, Juba and Rumbek, Rumbek and Wau, and Wau and Bentiu, to enhance and increase the number of road movements of cargo during the dry season, which is projected to reduce the cost of delivering materials, with an anticipated decrease in the use of air assets to deliver materials to those locations

Military, police and civilian personnel

- Emplacement, rotation, accommodation and repatriation of up to 13,000 military contingent personnel including 396 Staff Officers, 222 military observers and 12,382 military contingent troop members, 763 United Nations police officers, 1,160 formed police personnel and 78 Corrections Officers
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for military and police personnel in 19 geographical locations and 98 uniformed unit locations
- Storage and supply of rations, combat rations and water for up to 15,050 military personnel, formed police personnel and civilian personnel
- Administration of up to 2,961 civilian personnel, including 961 international staff, 1,480 national staff and 442 United Nations Volunteers
- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention, monitoring and disciplinary action

Facilities and infrastructure

- Operation, maintenance and repair of military and formed police facilities in 10 state headquarters locations, 3 county support bases and 5 company operating bases, 620 hard-walled buildings at United Nations House and the repair and maintenance of 1,950 prefabricated accommodation and office premises throughout the mission area
- Upgrade of a level III hospital in Juba from a level II facility, including hard-walled accommodation for hospital personnel, and the construction of a level II medical facility in Bentiu
- Operation and maintenance of 68 United Nations-owned water purification plants, 90 waste-water purification plants and 195 United Nations-owned generators in 15 locations, including the storage and supply of 26.1 million litres of diesel, oil and lubricants
- Maintenance, renovation and repair of 3,000 kilometres of roads, 10 airfield facilities in 10 state headquarters locations, 5 airfields in Bentiu, Malakal, Yambio, Torit and Rumbek and 14 helicopter landing sites at 14 locations
- Construction of 1 short take-off runway and barge port facility in Malakal and warehouse facilities and transport workshops at 4 headquarters locations
- Maintenance of perimeter and internal security infrastructure at 10 mission locations

Ground transportation

- Operation and maintenance of 2,088 United Nations-owned vehicles and specialized equipment, in line with the new mandate of UNMISS, including 29 armoured vehicles, through 10 workshops in each state capital
- Supply of 6.3 million litres of diesel, oil and lubricants for ground transportation
- Operation of a daily shuttle service seven days a week for an average of 1,386 United Nations personnel per day from their accommodation to the mission area
- Operation of expanded heavy transport convoys at 5 locations (Bor, Bentiu, Malakal, Wau and Juba)

Air transportation

- Operation and maintenance of 9 fixed-wing and 23 rotary-wing aircraft, including 9 military-type aircraft, and supply of 25.6 million litres of fuel for rotary- and fixed-wing aircraft
- Provision of 26,797 total flight hours, including 7,763 flight hours for fixed-wing aircraft and 19,034 flight hours for rotary-wing aircraft
- Provision of firefighting services for airstrips in state capitals where UNMISS operates flights

Naval transportation

- Operation and maintenance of a Riverine Unit with 20 contingent-owned boats and supply of 0.7 million litres of petrol, oil and lubricants

Communications

- Support and maintenance of a satellite network consisting of 2 Earth station hubs to provide voice, fax, video and data communications
- Support and maintenance of 42 very small aperture terminal (VSAT) systems, 48 telephone exchanges and 80 microwave links
- Support and maintenance of 943 mobile high frequency (HF) transceivers, 1,452 mobile ultra-high frequency (UHF) and very-high frequency (VHF) transceivers and 4,370 VHF and UHF hand-held radios
- Support and maintenance of 26 FM radio broadcast stations at 4 radio production facilities

Information technology

- Provision of support for and maintenance of 26 servers, 711 desktop computers, 4,256 laptop computers, 1,012 printers, 200 digital senders and 41 local area networks (LAN) and wide area networks (WAN) for 5,354 user accounts
- Provision of mapping support and global positioning system-based surveying efforts within the Mission's area of responsibility, in addition to the provision of 7,000 maps to various clients; maintenance of 1 geographic information system intranet website

Medical

- Operation and maintenance of 11 United Nations-owned level I clinics, 25 contingent-owned level I clinics, 4 contingent-owned level II hospitals, 1 contingent-owned level III hospital and mission-wide land and air evacuation arrangements for all United Nations personnel and the local population in an emergency
- Maintenance of mission-wide land and air evacuation capability at all United Nations locations, including to 3 level III hospitals in Uganda, 2 level IV hospitals in Kenya and 3 level IV hospitals in Egypt for the provision of medical services in the event of a mass casualty situation
- Operation and maintenance of voluntary confidential counselling and testing services for HIV/AIDS for all mission personnel
- Mobilization of staff counsellors to state capitals and county support bases to provide counselling and trauma debriefing within 48 hours of notification of a critical incident

Security

- Provision of security services 24 hours a day 7 days a week throughout the mission area, including 24-hour close protection to senior mission staff and visiting high-level officials, and management of the integrated security system control centre, which is fully equipped with automated access control, intrusion detection, video motion detection and photo identification card capabilities, including closed-circuit television
- Delivery of induction security training and primary fire training/drills to all new mission staff
- Provision of access control and maintenance of security at protection of civilians sites in UNMISS compounds and conduct of security risk and threat assessments, including facility security surveys for physical improvements at protection of civilians sites in UNMISS compounds
- Conduct of road assessments to open roads and facilitate conditions for humanitarian delivery and human rights

Table 12
Human resources: component 5, support

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Director of Mission Support									
Approved posts 2015/16	–	1	5	10	22	**38**	19	7	**64**
Proposed posts 2016/17	–	1	6	9	24	**40**	19	8	**67**
Net change	–	–	**1**	**(1)**	**2**	**2**	–	**1**	**3**
Office of the Deputy Director of Mission Support									
Approved posts 2015/16	–	1	16	7	41	**65**	188	25	**278**
Proposed posts 2016/17	–	1	16	7	41	**65**	176	20	**261**
Net change	–	–	–	–	–	–	**(12)**	**(5)**	**(17)**
Supply Chain Management									
Approved posts 2015/16	–	1	15	30	88	**134**	300	96	**530**
Proposed posts 2016/17	–	1	15	30	92	**138**	303	97	**538**
Net change	–	–	–	–	**4**	**4**	**3**	**1**	**8**
Logistics Service Delivery									
Approved posts 2015/16	–	1	18	26	90	**135**	481	150	**766**
Proposed posts 2016/17	–	1	18	26	90	**135**	464	149	**748**
Net change	–	–	–	–	–	–	**(17)**	**(1)**	**(18)**
Geospatial, Information and Telecommunications Technologies									
Approved posts 2015/16	–	–	4	5	58	**67**	109	24	**200**
Proposed posts 2016/17	–	–	4	5	58	**67**	93	24	**184**
Net change	–	–	–	–	–	–	**(16)**	–	**(16)**

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Safety and Security Section									
Approved posts 2015/16	–	–	2	34	150	**186**	118	–	**304**
Proposed posts 2016/17	–	–	2	34	150	**186**	118	–	**304**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions[b] 2015/16	–	–	–	5	27	**32**	–	–	**32**
Proposed temporary positions[b] 2016/17	–	–	–	5	27	**32**	–	–	**32**
Net change	–	–	–	–	–	–	–	–	–
Subtotal — Safety and Security Section									
Approved 2015/16	–	–	2	39	177	**218**	118	–	**336**
Proposed 2016/17	–	–	2	39	177	**218**	118	–	**336**
Net change	–	–	–	–	–	–	–	–	–
Total — Support									
Approved posts 2015/16	–	4	60	112	449	**625**	1 215	302	**2 142**
Proposed posts 2016/17	–	4	61	111	455	**631**	1 173	298	**2 102**
Net change	–	–	**1**	**(1)**	**6**	**6**	**(42)**	**(4)**	**(40)**
Approved temporary positions[b] 2015/16	–	–	–	5	27	**32**	–	–	**32**
Proposed temporary positions[b] 2016/17	–	–	–	5	27	**32**	–	–	**32**
Net change	–	–	–	–	–	–	–	–	–
Total — Support									
Approved 2015/16	–	4	60	117	476	**657**	1 215	302	**2 174**
Proposed 2016/17	–	4	61	116	482	**663**	1 173	298	**2 134**
Net change	–	–	**1**	**(1)**	**6**	**6**	**(42)**	**(4)**	**(40)**

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

International staff: increase of 6 posts

National staff: net decrease of 42 posts

United Nations Volunteers: net decrease of 4 positions

99. The summary of proposed staffing changes under component 5, support, is presented in the following table.

Table 13
Staffing changes: component 5, support

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Office of the Director of Mission Support				
Mission Support Centre and Contingent-owned Equipment Unit	Reclassification	1	1 P-4	
	Reclassification	(1)	1 P-3	
	Establishment	2	2 Field Service	
	Reassignment	1	1 international United Nations Volunteer	From Engineering Section
Office of the Deputy Director of Mission Support				
UNV Support Office	Abolishment	(1)	1 national General Service	
Office of the State Administrative Officer — Operations	Abolishment	(16)	11 national General Service, 5 international United Nations Volunteers	
	Redeployment	(1)	1 Field Service	To Joint Operations Centre
	Reassignment	1	1 Field Service	From Joint Operations Centre
Supply Chain Management				
Aviation Section	Establishment	8	4 Field Service, 3 national General Service, 1 international United Nations Volunteer	
Logistics Service Delivery				
General Services Section	Abolishment	(8)	8 national General Service	
Engineering Section	Abolishment	(6)	6 national General Service	
	Reassignment	(1)	1 international United Nations Volunteer	To Mission Support Centre and Contingent-owned Equipment Unit
Transport Section	Establishment	5	5 national General Service	
	Abolishment	(8)	8 national General Service	
Geospatial, Information and Telecommunications Technologies	Abolishment	(16)	16 national General Service	
Safety and Security Section	Reassignment	1	1 Field Service	
	Reassignment	(1)	1 Field Service	
Total		**(40)**		

Office of the Director of Mission Support

International staff: increase of 2 posts (establishment of 2 Field Service posts and reclassification of a P-3 post to a P-4 post)

United Nations Volunteers: increase of 1 position (reassignment of 1 International United Nations Volunteer position)

Mission Support Centre and Contingent-owned Equipment Unit

100. The Mission Support Centre is mainly responsible for the coordination of all logistic support activities within the Mission. The additional 1,100 uniformed personnel authorized under Security Council resolution 2252 (2015), are expected to increase the scale and responsibilities of the office. Owing to the increased workload and the coordination required for the increase in uniformed personnel, it is proposed that a Logistics Officer be reclassified from the P-3 level to the P-4 level in the Mission Support Centre Operations Unit. The level of experience required means that a Logistics Officer at the P-4 level is needed to lead the Unit, to deal with both day-to-day logistics challenges and the continued requirement for emergency interventions and contingency planning.

101. Within the Mission Support Centre, it is also proposed that a Chief of the Mission Support Centre Plans Unit be established at the FS-7 level. The Mission Support Centre Plans Unit is the focal point in the Mission for all logistics planning activities regarding the deployment of troops/police, the development of logistics support plans and coordination with all stakeholders, including civilian and uniformed personnel, and the Government of South Sudan, as required. Planning logistics support in protection of civilians sites and for camp expansions, which includes the acquisition of land and premises, is a unique role that has added significantly to the previous portfolio of planning requirements. A Chief at the FS-7 level will provide the level of expertise required to manage the operations of the Mission Support Centre Plans Unit, while taking into account political instability and fragile security. The incumbent of the proposed post will also be required to balance the operational principles of flexibility and responsiveness with effective risk management.

102. The Contingent-owned Equipment Unit is mandated to perform inspections of contingent-owned equipment for reimbursement purposes. With the increase in uniformed personnel, it is also proposed that a Contingent-owned Equipment Assistant post at the Field Service level be established for additional capacity. The incumbent of the post will provide further support with inspections of major equipment and self-sustainment and draft-related reports. Furthermore, it is also proposed that a Contingent-owned Equipment Assistant, an international United Nations Volunteer, be reassigned from a Project Supervisor position in the Engineering Section. The reassignment is proposed to enhance the capacity of the Contingent-owned Equipment Unit in conducting inspections.

Office of the Deputy Director of Mission Support

International staff: no net change (redeployment of 1 Field Service post and reassignment of 1 Field Service post)

National staff: decrease of 12 posts (abolishment of 12 national General Service posts)

United Nations Volunteers: decrease of 5 positions (abolishment of 5 international United Nations Volunteer positions)

United Nations Volunteers Support Office

103. As part of the Mission's efforts to abolish posts that have been vacant for two years or more, it is proposed that one Administrative Assistant post at the national General Service level be abolished. The functions of the post will be absorbed by existing staff within the UNV Support Office.

Office of the State Administrative Officer — Operations

104. It is proposed that a total of 16 posts and positions in the Office of the State Administrative Officer — Operations be abolished. As a result of the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, the Mission identified 50 posts and positions located at those bases for abolishment. Among those 50 posts and positions, 5 are Administrative Officer international United Nations Volunteers positions and 9 national General Service Language Assistant posts. Furthermore, it is proposed that two Administrative Assistant posts at the national General Service level be abolished, as part of the Mission's efforts to abolish posts that have been vacant for two years or more. The existing staff within the Office will absorb the functions associated with those posts.

105. It is proposed that one Information Systems Officer post at the Field Service level be reassigned from the Joint Operations Centre, as an Administrative Officer in the Malakal State Office. In line with Security Council resolution 2252 (2015), the increase in uniformed personnel and additional support for the Ceasefire and Transitional Security Arrangements Monitoring Mechanism and the Joint Monitoring and Evaluation Commission (JMEC) will require enhanced support from the Mission. In that regard, the Administrative Officer will be able to provide vital support for the implementation of the mandate, the Global Field Support Strategy and other business processes. The Administrative Officer will plan, organize, coordinate, implement and oversee the activities of all mission support operations related to the state. It is also proposed that one Administrative Assistant post at the Field Service level be redeployed to the Joint Operations Centre, owing to operational needs.

Supply Chain Management

International staff: increase of 4 posts (establishment of 4 Field Service posts)

National staff: increase of 3 posts (establishment of 3 national General Service posts)

United Nations Volunteers: increase of 1 positions (establishment of 1 international United Nations Volunteer position)

Aviation Section

106. The Aviation Section is responsible for providing aviation services while ensuring strict adherence to the aviation regulations of the host country, the standards and recommended practices stipulated in the annexes to the Convention on International Civil Aviation, the regulations of troop-contributing countries and the United Nations Aviation Standards for Peacekeeping and Humanitarian Air Transport Operations.

107. In order to enhance the capacity of the Aviation Section, it is proposed that five Air Operations Assistant posts and positions be established: four posts at the Field Service level and one international United Nations Volunteer position. The aviation manual of the Department of Peacekeeping Operations specifies that mission headquarters should have one Senior Air Traffic Flight Follower and two Air Traffic Flight Follower Assistants. Furthermore, the Department of Field Support Board of Inquiry recommends that international staff should be hired as Flight Followers. The Air Operations Unit in Juba currently has one international staff member assigned as a Flight Follower, who is responsible for ensuring that all relevant information is supplied to flight crews and other operating personnel. Hence, it is proposed that three Air Operations Assistant posts at the Field Service level be established, to enhance the capacity of the Aviation Section in aircraft tracking and plotting procedures. In addition, it is proposed that two Air Operations Assistant posts, one at the Field Service level and one as an international United Nations Volunteer, be established in the Technical Compliance Unit of the Aviation Section. The incumbents of those posts will further contribute to the overall safety, financial and operational oversight of the aircrews and ensure compliance with internal controls.

108. It is also proposed that three national General Service posts be established in the Aviation Section. Two of the posts are proposed as Air Operations Assistants in the Air Terminal Unit for ramp operations, owing to the increased number of air assets and anticipated additional activities. Due to the size of UNMISS aprons and the complexity of flight operations, simultaneous ramp operations are conducted which require several ramp controllers at any given time for optimum utilization of the scant apron and ramp space. In addition, it is also proposed that an Aviation Rescue Firefighter Assistant post at the national General Service level be established to enhance the Mission's capacity in aviation fire safety services.

Logistics Service Delivery

National staff: decrease of 17 posts (abolishment of 17 national General Service posts)

United Nations Volunteers: decrease of 1 position (abolishment of 1 international United Nations Volunteer position)

General Services Section

109. A total of eight posts in the General Services Section are proposed for abolishment. The Mission has identified 50 posts and positions for abolishment as a result of the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei. Of those 50 posts and positions, 6 are Facilities Management Assistant posts, which are all at the national General Service level. Furthermore, it is proposed that two national General Service posts, one Information Management Assistant post and one Mail Assistant post, be abolished as part of the Mission's efforts to abolish posts that have been vacant for two years or more. The existing staff within the Section will absorb the functions associated with those posts.

Engineering Section

110. As a result of the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, the Mission has identified 50 posts and positions located in those bases for abolishment. Of those 50 posts and positions, 6 are Engineering Assistant posts, which are all at the national General Service level. Furthermore, it is also proposed that a Project Supervisor, an international United Nations Volunteer, be reassigned to the Mission Support Centre and Contingent-owned Equipment Unit as a Contingent-Owned Equipment Assistant. The reassignment is proposed to enhance the capacity of the Contingent-owned Equipment Unit in conducting inspections.

Transport Section

111. Of the 50 posts and positions identified by the Mission for abolishment, owing to the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, 6 are posts of Driver at the national General Service level in the Transport Section. It is also proposed that two national General Service posts, one Transport Assistant and one Vehicle Technician, be abolished as part of the Mission's efforts to abolish posts that have been vacant for two years or more.

112. During the 2016/17 period, the Mission anticipates an increase in demand for the repair and maintenance of additional assets. Those assets are from closed county support bases that have been redeployed to the Mission's state offices. In addition, the Mission expects to provide additional logistics support related to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism teams, in line with Security Council resolution 2252 (2015). Therefore, it is proposed that five Vehicle Technician posts at the national General Service level be established, to support the anticipated surge in demand for service delivery, with the corresponding proposed abolishment of five national General Service posts in Geospatial, Information and Telecommunications Technologies.

Geospatial, Information and Telecommunications Technologies

National staff: decrease of 16 posts (abolishment of 16 national General Service posts)

113. It is proposed that a total of 16 national General Service posts in Geospatial, Information and Telecommunications Technologies be abolished. It is proposed that five national General Service posts, including three Telecommunications Technician and two Information Technology Technician posts, be abolished, which corresponds to the proposed establishment of five Vehicle Technician posts in the Transport Section, to support the anticipated increase in demand for vehicle repair services. In addition, it is proposed that six Telecommunications Technician posts and four Information Technology Technician posts, all at the national General Service level, be abolished as part of the Mission's efforts to abolish posts that have been vacant for two years or more. Furthermore, as part of the 50 posts and positions proposed for abolishment as a result of the closure of six county support bases in Nasser, Renk, Pariang, Gok Machar, Yirol West and Turalei, it is proposed that one national General Service post of Information Technology Assistant be abolished. The existing staff within Geospatial, Information and Telecommunications Technologies will absorb the functions associated with those posts.

Safety and Security Section

International staff: no net change (reassignment of 1 Field Service post within the Section)

114. The Chief Security Officer has responsibilities that involve frequent interaction with the senior mission leadership and various sections within the Mission. The Chief Security Officer also attends several meetings with the Security Management Team, the Security Management Team Working Group, the United Nations country team, the humanitarian country team, the Security Cell, the Senior Management Group and attends other operational and administrative meetings. To effectively carry out those functions, the Chief Security Officer requires a dedicated Administrative Assistant who will be responsible for running the daily operations of the front office and administrative affairs of the Safety and Security Section. It is therefore proposed that one Security Officer be reassigned to an Administrative Assistant. The Administrative Assistant will also enhance coordination with other relevant offices, such as the Field Security Coordination Officers in the states and other mission components.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures (2014/15)	Apportionment[a] (2015/16)	Cost estimates (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	7 982.3	8 103.4	10 416.8	2 313.4	28.5
Military contingents	348 223.5	399 910.1	414 687.3	14 777.2	3.7
United Nations police	30 989.0	31 244.6	32 347.7	1 103.1	3.5
Formed police units	15 943.9	19 399.2	33 594.9	14 195.7	73.2
Subtotal	**403 138.7**	**458 657.3**	**491 046.7**	**32 389.4**	**7.1**
Civilian personnel					
International staff	170 728.7	172 031.0	172 444.7	413.7	0.2
National staff	44 697.7	41 043.4	45 439.4	4 396.0	10.7
United Nations Volunteers	19 270.0	18 898.8	21 348.4	2 449.6	13.0
General temporary assistance	4 411.5	5 674.3	5 682.0	7.7	0.1
Government-provided personnel	194.1	–	3 031.3	3 031.3	–
Subtotal	**239 302.0**	**237 647.5**	**247 945.8**	**10 298.3**	**4.3**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants	830.5	570.8	518.2	(52.6)	(9.2)
Official travel	7 993.2	6 129.8	5 885.5	(244.3)	(4.0)
Facilities and infrastructure	115 095.8	107 055.8	88 198.2	(18 857.6)	(17.6)
Ground transportation	24 455.3	21 395.7	21 680.4	284.7	1.3
Air transportation	130 568.8	146 356.4	162 129.6	15 773.2	10.8
Naval transportation	3 061.1	1 879.5	1 677.1	(202.4)	(10.8)
Communications	11 450.3	13 878.1	15 157.2	1 279.1	9.2
Information technology	24 995.7	18 092.0	16 267.3	(1 824.7)	(10.1)
Medical	1 953.2	2 809.1	1 957.5	(851.6)	(30.3)
Special equipment	–	–	–	–	–
Other supplies, services and equipment	78 535.3	70 297.2	66 790.7	(3 506.5)	(5.0)
Quick-impact projects	1 000.0	1 000.0	1 000.0	–	–
Subtotal	**399 939.2**	**389 464.4**	**381 261.7**	**(8 202.7)**	**(2.1)**
Gross requirements	**1 042 379.9**	**1 085 769.2**	**1 120 254.2**	**34 485.0**	**3.2**
Staff assessment income	18 824.9	18 175.1	18 855.7	680.6	3.7
Net requirements	**1 023 555.0**	**1 067 594.1**	**1 101 398.5**	**33 804.4**	**3.2**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 042 379.9**	**1 085 769.2**	**1 120 254.2**	**34 485.0**	**3.2**

[a] Includes financial resources for 91 posts and positions, including 35 international posts (1 P-5, 3 P-4, 6 P-3, 1 P-2 and 24 Field Service), 54 national posts (6 National Professional Officer and 48 national General Service) and 2 international United Nations Volunteer positions, and operational costs in respect of the Regional Service Centre at Entebbe, which were included in the approved budget for the 2015/16 period. For the 2016/17 period those requirements are reflected in the proposed budget for the Regional Service Centre, in accordance with General Assembly resolution 69/307.

B. Non-budgeted contributions

115. The estimated value of non-budgeted contributions for the period from 1 July 2016 to 30 June 2017 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	4 474.9
Voluntary contributions in kind (non-budgeted)[b]	47 609.4
Total	**52 084.3**

[a] Represents airport fees and radio frequency fees.
[b] The contributions are mainly for notional land lease costs of $40.4 million.

C. Efficiency gains

116. The cost estimates for the period from 1 July 2016 to 30 June 2017 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Facilities and infrastructure	143.1	Reduction in diesel fuel consumption through the installation of a 200 kw solar diesel hybrid power plant which will provide uninterrupted and clean power to the data centre and the very small aperture terminal equipment room at Tomping, Juba
Facilities and infrastructure	99.4	Reduction in diesel fuel consumption through the installation of 75 kw solar diesel hybrid power plants for geospatial, information and telecommunications technologies equipment rooms at five field offices
Total	**242.5**	

D. Vacancy factors

117. The cost estimates for the period from 1 July 2016 to 30 June 2017 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2014/15*	*Budgeted[a] 2015/16*	*Projected 2016/17*
Military and police personnel			
Military observers	(3.9)	5.0	5.0
Military contingents	6.7	5.0	5.0
United Nations police	5.7	5.0	10.0
Formed police units	20.3	12.0	1.5
Civilian personnel			
International staff	17.6	15.0	15.0
National staff			
National Professional Officers	21.3	10.0	10.0
National General Service staff	24.7	30.0	15.0
United Nations Volunteers (international)	20.2	20.0	15.0
United Nations Volunteers (national)	92.7	0.0	33.0
Temporary positions[b]			
International staff	54.1	30.0	30.0
National staff	56.3	30.0	30.0
Government-provided personnel[c]	8.5	–	2.0

[a] Rates reflect civilian personnel in UNMISS and exclude the 91 proposed posts and positions within the Regional Service Centre at Entebbe. Vacancy rates of 5 per cent were approved for international staff, 50 per cent for National Professional Officers, 17 per cent for national General Service and 2 per cent for international United Nations Volunteers.

[b] Funded under general temporary assistance.

[c] In accordance with Security Council resolution 2155 (2014), the scope of the Mission's mandate excluded capacity-building and all positions of government-provided personnel were abolished from January 2015. No provisions for government-provided personnel were included in the 2015/16 budget. For the 2016/17 budget, the Security Council, in resolution 2252 (2015), authorized the deployment of up to 78 government-provided personnel.

118. The proposed delayed deployment factors for military and police personnel and proposed vacancy rates for civilian personnel take into account historical deployment patterns, current vacancy rates and projections for the 2016/17 period. For military contingents, United Nations police, formed police units and government-provided personnel, the delayed deployment factors are applied to phased deployment in the 2016/17 period.

E. Contingent-owned equipment: major equipment and self-sustainment

119. Requirements for the period from 1 July 2016 to 30 June 2017 are based on standard reimbursement rates for major equipment (under wet lease arrangements) and self-sustainment in the total amount of $132,677,900 as follows:

(Thousands of United States dollars)

Category	Estimated amount		
	Military contingents	*Formed police units*	***Total***
Major equipment	77 889.9	4 951.6	**82 841.5**
Self-sustainment	46 664.7	3 171.7	**49 836.4**
Total	**124 554.6**	**8 123.3**	**132 677.9**
Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	2.5	1 July 2014	1 July 2014
Intensified operational condition factor	2.9	1 July 2014	1 July 2014
Hostile action/forced abandonment factor	4.3	1 July 2014	1 July 2014
B. Applicable to home country			
Incremental transportation factor	0.0-4.0		

F. Training

120. The estimated resource requirements for training for the period from 1 July 2016 to 30 June 2017 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	289.0
Official travel	
Official travel, training	2 607.5
Other supplies, services and equipment	
Training fees, supplies and services	1 288.4
Total	**4 184.9**

121. The number of participants planned for the period from 1 July 2016 to 30 June 2017, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2014/15	*Planned 2015/16*	*Proposed 2016/17*	*Actual 2014/15*	*Planned 2015/16*	*Proposed 2016/17*	*Actual 2014/15*	*Planned 2015/16*	*Proposed 2016/17*
Internal	643	803	1 446	639	1 795	1 654	34	286	440
External[a]	167	259	391	48	118	113	14	11	67
Total	**810**	**1 062**	**1 837**	**687**	**1 913**	**1 767**	**48**	**297**	**507**

[a] Includes United Nations Logistics Base and outside the mission area.

122. The proposed training programme reflects the Mission's priorities for the 2016/17 period, including strengthening the substantive and technical capacity of mission personnel, enhancing leadership, management and organizational development skills and promoting awareness of issues related to gender, human rights and humanitarian principles. Mandatory induction training will also continue to be held for all civilian and uniformed personnel, including police advisers, military liaison and staff officers. The increased number of international staff and uniformed personnel planned to participate in various training courses take into account the Mission's priority to fulfil key activities in accordance with Security Council resolution 2252 (2015).

G. Mine detection and mine-clearing services

123. The estimated resource requirements for mine detection and mine-clearing services for the period 1 July 2016 to 30 June 2017 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Mine detection and mine-clearing services	40 731.9

124. The proposed resource requirements for mine detection and mine-clearing services include funding for international and national staff ($7,050,176); contracts for: (a) two route verification and clearance teams to provide technical capacity to assess and clear roads of landmines and explosive remnants of war; (b) up to 14 multitasking teams capable of carrying out mine clearance and explosive ordnance disposal; (c) five integrated clearance capacity teams to survey and clear hazardous areas; and (d) six explosive detection dog teams ($29,223,388); travel and training ($569,170); and clearance equipment for explosive remnants of war, office equipment and operational expenses ($819,604). The balance represents locally managed costs and indirect costs for the United Nations Mine Action Service implementing partner, the United Nations Office for Project Services, in the amount of $1,129,886 and $1,939,638, respectively.

125. Please see section I.E (components 1 and 3) above for details on mine action activities in UNMISS.

H. Quick-impact projects

126. The estimated resource requirements for quick-impact projects for the period from 1 July 2016 to 30 June 2017, compared with previous periods, are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2014 to 30 June 2015 (actual)	1 000	17
1 July 2015 to 30 June 2016 (approved)	1 000	23
1 July 2016 to 30 June 2017 (proposed)	1 000	20

127. The Mission's quick-impact projects will focus on key areas in accordance with Security Council resolution 2252 (2015). Quick-impact projects planned for 2016/17 will include construction and rehabilitation of infrastructure, water and sanitation facilities, primary level schools and health facilities. Those projects will contribute towards the protection of internally displaced persons inside and outside protection of civilians sites. The quick-impact projects will also contribute towards the facilitation of the delivery of humanitarian assistance and the return, resettlement and reintegration of internally displaced persons.

III. Analysis of variances[1]

	Variance	
Military observers	$2 313.4	28.5%

- **Mandate: change in scale/scope of mandate**

128. The increased requirements are attributable mainly to the deployment of up to 222 military observers in the 2016/17 period compared with 166 military observers provided for during the 2015/16 period.

	Variance	
Military contingents	$14 777.2	3.7%

- **Mandate: change in scale/scope of mandate**

129. The increased requirements are attributable mainly to the phased deployment of up to 12,778 military contingent personnel, or funding for an average of 12,098 over the year, inclusive of a 5 per cent vacancy rate, in accordance with Security Council resolution 2252 (2015). In comparison, the 2015/16 budget provided for the deployment of up to 12,334 military contingent personnel, or funding for an average of 11,717, inclusive of a 5 per cent vacancy rate. In addition, the increased requirements are attributable to the higher rate of reimbursement to troop-contributing countries in the amount of $1,365 per month from 1 July 2016 applied in the 2016/17 budget, in accordance with General Assembly resolution 68/281, compared with $1,332 per month from 1 July 2014 used in the 2015/16 budget.

	Variance	
United Nations police	$1 103.1	3.5%

- **Mandate: change in scale/scope of mandate**

130. The increased requirements are attributable mainly to the phased deployment of up to 763 United Nations police, or funding for an average of 661 United Nations police, inclusive of a 10 per cent vacancy rate, in accordance with Security Council resolution 2252 (2015). As a result, there are increased requirements for mission subsistence allowance and travel on emplacement, rotation and repatriation. In comparison, the 2015/16 budget provided for the deployment of up to 663 United

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

Nations police, or funding for an average of 630 United Nations police inclusive of a 5 per cent vacancy rate.

	Variance	
Formed police units	**$14 195.7**	**73.2%**

- **Mandate: change in scale/scope of mandate and change in rate of reimbursement in accordance with General Assembly resolution 68/281**

131. The increased requirements are attributable mainly to the phased deployment of up to 1,160 formed police personnel, or funding for an average of 992 over the year, inclusive of a 1.5 per cent vacancy rate, in accordance with Security Council resolution 2252 (2015). In comparison, the 2015/16 budget provided for the deployment of up to 660 formed police personnel, or funding for an average of 581 personnel, inclusive of a 12 per cent vacancy rate. In addition, the increased requirements are attributable to the higher rate of reimbursement to police-contributing countries in the amount of $1,365 per month from 1 July 2016 applied in the 2016/17 budget, in accordance with General Assembly resolution 68/281, compared with $1,332 per month from 1 July 2014 used in the 2015/16 budget.

	Variance	
International staff	**$413.7**	**0.2%**

- **Mandate: change in scale/scope of mandate**

132. The 2016/17 budget provides for the proposed establishment of 21 additional international posts, as part of dedicated capacity, primarily to fulfil additional tasks related to supporting the implementation of the Peace Agreement, under the revised mandate of Security Council resolution 2252 (2015). That has resulted in increased requirements for international staff salaries, staff assessment and danger pay. The variance is offset in part by reduced requirements related to the proposed abolishment of three international posts owing to operational requirements, and the exclusion of 35 international posts (1 P-5, 3 P-4, 6 P-3, 1 P-2 and 24 Field Service posts) related to the Regional Service Centre at Entebbe in accordance with General Assembly resolution 69/307. In addition, the variance is offset by reduced requirements that are attributable to the revision of the estimate for common staff costs to 85.6 per cent of total net salaries, based on actual expenditures for the period from 1 July 2014 to 30 June 2015, as compared with the estimate of 88 per cent for the 2015/16 period.

	Variance	
National staff	**$4 396.0**	**10.7%**

- **Mandate: change in scale/scope of mandate**

133. The increased requirements are attributable mainly to the application of a lower vacancy rate for national General Service staff at 15 per cent compared with 30 per cent applied during the 2015/16 period. In addition, the increased requirements are attributable to the proposed establishment of eight national General Service posts and three National Professional Officer posts, to fulfil additional tasks related to supporting the implementation of the Peace Agreement under the revised

mandate of Security Council resolution 2252 (2015). The variance is offset in part by reduced requirements related to the proposed abolishment of 53 national General Service posts, comprising those owing to the closure of six county support bases (28), posts that have been vacant for more than two years (20) and other operational needs (5). In addition, the variance is offset in part by the exclusion of 54 national staff posts (6 National Professional Officer and 48 national General Service) related to the Regional Service Centre at Entebbe, in accordance with General Assembly resolution 69/307.

	Variance	
United Nations Volunteers	$2 449.6	13.0%

- **Cost parameters: change to conditions of service of United Nations Volunteers and decrease in vacancy rates**

134. The increased requirements are attributable mainly to the revised costs related to changes to the conditions of service of United Nations Volunteers, which involves the replacement of danger pay with the implementation of a well-being supplement, and the application of a lower vacancy rate for international United Nations Volunteers of 15 per cent compared with 20 per cent applied during the 2015/16 period. The variance is offset in part by reduced requirements related to the abolishment of 22 international United Nations Volunteer positions owing to the closure of six county support bases and the exclusion of two international United Nations Volunteer positions related to the Regional Service Centre at Entebbe, in accordance with General Assembly resolution 69/307.

	Variance	
Government-provided personnel	$3 031.3	–

- **Mandate: change in scale/scope of mandate**

135. The proposed budget reflects the addition of 78 Corrections Officers under the revised mandate of Security Council resolution 2252 (2015). The 2016/17 budget provides for the phased deployment of up to 78 Corrections Officers, or funding for an average of 73 personnel over the year, inclusive of a 2 per cent vacancy rate.

	Variance	
Consultants	($52.6)	(9.2%)

- **Management: reduced inputs and same outputs**

136. The reduced requirements are attributable mainly to the exclusion of requirements for consultants in mission support provided for during the 2015/16 period that are no longer required in the 2016/17 period. The variance is offset in part by increased requirements related to additional training consultants to deliver courses in political participation processes and the formulation of a constitution, in line with the revised mandate, as outlined in Security Council resolution 2252 (2015).

	Variance	
Official travel	**($244.3)**	**(4.0%)**

• Management: reduced outputs and inputs

137. The reduced requirements are attributable mainly to the lower projected requirements for non-training travel outside the mission area owing to operational needs. The variance is offset in part by increased requirements for travel related to political consultations in support of the implementation of the Peace Agreement, to training courses related to humanitarian assistance in conflict and post-conflict situations and to political participation processes, in line with the revised mandate, as outlined in Security Council resolution 2252 (2015).

	Variance	
Facilities and infrastructure	**($18 857.6)**	**(17.6%)**

• External: change in market price levels

138. The reduced requirements are attributable mainly to: (a) the planned acquisition of fewer items of equipment, limited to critical replacement, such as of prefabricated facilities and accommodation equipment, safety and security equipment, office equipment and office furniture; (b) the expected completion of projects in locations and camps accommodating uniformed personnel in the 2015/16 period, which resulted in lower requirements for alteration and renovation services; (c) the lower projected cost of fuel of $0.97 per litre applied in the 2016/17 period, compared with $1.17 per litre applied in the 2015/16 period; and (d) the planned acquisition of fewer spare parts and field defence supplies owing to the availability of stock. The variance is offset in part by increased requirements for architectural and demolition services, owing to the planned construction of a level III hospital, a level II medical facility, facility transport workshops and hard-walled warehouse facilities, and the higher projected volume of fuel requirements of 26.1 million litres in the 2016/17 period, compared with 24.1 million litres in the 2015/16 period.

	Variance	
Ground transportation	**$284.7**	**1.3%**

• Management: additional outputs and inputs

139. The increased requirements are attributable mainly to: (a) the rental of construction equipment and dump trucks for the excavation of drains and channels for water pipelines; (b) the maintenance of the fleet management and vehicle tracking system and additional costs for support services to transport and workshop operations; and (c) the acquisition of two additional recovery trucks to support the activities of uniformed personnel, in line with Security Council resolution 2252 (2015). The variance is offset in part by reduced requirements owing to fewer acquisitions of spare parts, items of vehicle workshop equipment and special purpose vehicles, and the lower projected cost of diesel of $0.93 per litre applied in the 2016/17 period, compared with $1.16 per litre applied in the 2015/16 period.

	Variance	
Air transportation	**$15 773.2**	**10.8%**

- **Mandate: change in scale/scope of mandate**

140. The increased requirements are attributable mainly to a change in the composition of the helicopter fleet, an increase in flight hours for helicopters to 19,034 flight hours in the 2016/17 period from 16,634 flight hours in the 2015/16 period and to the requirements for an unmanned aerial system, in accordance with Security Council resolutions 2241 (2015) and 2252 (2015).

	Variance	
Naval transportation	**($202.4)**	**(10.8%)**

- **External: change in market price levels**

141. The reduced requirements are attributable mainly to the lower projected cost of fuel of $1.12 per litre applied in the 2016/17 period, compared with $2.00 per litre applied in the 2015/16 period. The variance is offset in part by the planned acquisition of two marine landing craft to reinforce riverine supply routes.

	Variance	
Communications	**$1 279.1**	**9.2%**

- **Management: additional outputs and inputs**

142. The increased requirements are attributable mainly to the implementation of fibre-over-satellite services due to additional requirements for Internet connectivity and the replacement in the 2016/17 period of network switches that have reached the end of their useful lives.

	Variance	
Information technology	**($1 824.7)**	**(10.1%)**

- **Management: reduced inputs and same outputs**

143. The reduced requirements are attributable mainly to the non-requirement for indirect support costs for Umoja and requirements related to the upgrade of tetra switches, compared with provisions included in the approved budget for the 2015/16 period.

	Variance	
Medical	**($851.6)**	**(30.3%)**

- **Management: Reduced outputs and inputs**

144. The reduced requirements are attributable mainly to the lower planned acquisition of medical equipment and supplies during the 2016/17 period owing to the Mission's acquisition of those items during the 2015/16 period.

	Variance	
Other supplies, services and equipment	($3 506.5)	(5.0%)

• **Management: reduced outputs and inputs**

145. The reduced requirements are attributable mainly to decreased assets planned for acquisition and movement during the 2016/17 period compared with the 2015/16 period, resulting in lower requirements in other freight and related costs; to provisions for ground transportation maintenance services reflected under ground transportation that were previously reflected under this budget line in the 2015/16 period; and to lower requirements for warehousing services in the 2016/17 period compared with the 2015/16 period. The variance is offset in part by increased requirements in mine-clearing services, owing to an anticipated increase in activities related to the prevailing security situation.

IV. Actions to be taken by the General Assembly

146. **The actions to be taken by the General Assembly in connection with the financing of the Mission are:**

(a) **Appropriation of the amount of $1,120,254,200 for the maintenance of the Mission for the 12-month period from 1 July 2016 to 30 June 2017;**

(b) **Assessment of the amount of $93,354,517 for the maintenance of the Mission for the period from 1 to 31 July 2016;**

(c) **Assessment of the amount of $1,026,899,683 for the period from 1 August 2016 to 30 June 2017 at a monthly rate of $93,354,517, should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolutions 69/260 B and 69/307, including the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly

A. General Assembly

Financing of the United Nations Mission in South Sudan (resolution 69/260 B)

Decision/request	*Action taken to implement decision/request*
Requests the Secretary-General to make every effort to ensure that all construction projects are completed in a timely manner and that Headquarters continues to provide effective oversight (para. 10).	The Mission has improved its management of projects through the establishment of a project management team and an integrated project team. Those teams approve and provide oversight to Mission projects. The integrated project team meets regularly to monitor progress and advise the project management team on work progress or recommend changes.
Also requests the Secretary-General to ensure the timely implementation of planned quick-impact projects (para. 11).	With the timely launching of quick-impact projects for the 2015/16 period, the Mission has made progress in ensuring the timely planning, implementation and completion of the projects. Monitoring mechanisms have been streamlined and implementing partners are adequately briefed prior to the signature of memorandums of understanding. Building on the lessons learned from previous experience, the Mission will continue to strive for improvement in this regard.

Cross-cutting issues (resolution 69/307)

Decision request	*Action taken to implement decision request*
Notes the importance of the Standard Cost and Ratio Manual as an effective standardized consolidated reference tool to ensure credibility, consistency and transparency, and urges the Secretary-General to continue his efforts to align the holding of assets with the Manual, while duly taking into account the situation on the ground and bearing in mind the mandate, complexities and size of individual peacekeeping missions (para. 16).	The Mission's proposed budget reflects unit costs of assets that are based on the Standard Cost and Ratio Manual. UNMISS continues its efforts to bring its holdings of vehicles and information and communications technology and equipment in line with the standard ratios in the Manual.
Personnel issues Notes the importance of ensuring that the civilian staffing structure of peacekeeping operations is commensurate with the effective delivery of mandated activity, and in this regard encourages the Secretary-General to regularly review the civilian staffing needs of peacekeeping operations, as appropriate (para. 22).	In July 2014 UNMISS conducted a civilian staffing review that resulted in the abolishment during the 2014/15 period of 386 posts associated with functions that were no longer required, following the revision of the mandate in Security Council resolution 2155 (2014). During the 2015/16 period, 32 posts were abolished, mainly in the area of mission support. A classification exercise, in which 236 national General Service and national Professional staff posts were reclassified, was completed on 31 December 2015. In preparing its budget proposal for 2016/17, the Mission reviewed its major operational and resourcing priorities to address programmatic requirements, including staffing, subsequent to the signing of the peace agreement and the revision of its mandate in accordance with Council resolution 2252 (2015).
Operational requirements Requests the Secretary-General to continue his efforts to reduce the overall environmental footprint of each peacekeeping mission, including by implementing environmentally friendly waste management and power generation systems, in full compliance with the relevant rules and regulations, including, but not limited to, the United Nations environmental and waste management policy and procedures (para. 28).	In order to maximize the supervision of the Mission's activities that have an impact on the environment of South Sudan, UNMISS has established the Environmental Management Committee, headed by the Director of Mission Support, to serve as a coordination mechanism to facilitate the sharing of information, promote the best environmental practices among mission staff and to ensure that those practices are implemented consistently. The Engineering Section has three posts and positions under the Environmental Engineering Unit and three posts and positions under the Water and Sanitation Unit. The Mission has also appointed environmental focal points (Military Engineering Staff Officers) in each of the 10 state headquarters locations. During the 2016/17 period, UNMISS plans to start the construction of a solar energy system at United Nations House to mitigate its environmental impact and to implement "rain catchment" projects in the Wau and Pibor sites in a pilot project to reuse rainwater.

Decision request	*Action taken to implement decision request*
Encourages the Secretary-General to utilize local materials, capacity and knowledge in the implementation of construction projects for peacekeeping operations, in compliance with the United Nations Procurement Manual (para. 31).	The Mission will continue to utilize locally available construction materials and rely on the local market for its capacity and expertise in the implementation of its construction projects.
Requests the Secretary-General to strengthen oversight and internal controls in the areas of procurement and asset management across peacekeeping missions, including by holding mission management accountable for checking stock levels before undertaking any acquisition activity in order to ensure compliance with established asset management policies, taking into account the current and future needs of the mission and the importance of the full implementation of the International Public Sector Accounting Standards (para. 33).	UNMISS acknowledges the recommendation and will continue to implement measures and controls to address its stock levels in compliance with International Public Sector Accounting Standards.
Requests the Secretary-General to make full use of the Regional Procurement Office in Entebbe, Uganda, for procurement in the field (para. 35).	The Mission will continue to coordinate and utilize the Regional Procurement Office in Entebbe. Currently, the Office is conducting a procurement process for banking services on behalf of UNMISS.
Also requests the Secretary-General to present in his budget proposals a clear vision of the construction requirements for each mission, including, as appropriate, multi-year plans, and to continue his efforts to improve all aspects of project planning, including the assumptions underlying the formulation of such budgets, with due consideration of operational circumstances on the ground, and to closely monitor the execution of works to ensure their timely completion (para. 36).	UNMISS acknowledges the recommendation and reiterates that construction requirements reflect the Mission's strategic priorities. The Mission will continue its efforts to improve project planning and implementation to ensure the timely completion of projects, with due consideration given to the situation on the ground.
Recalls paragraphs 137 and 143 of the report of the Advisory Committee (A/69/839), welcomes the ongoing roll-out of the aviation information management system across all peacekeeping operations with aviation assets, and looks forward to further reporting on the improvements realized in air operations (para. 37).	The Mission will implement the training phase of the aviation information management system during the 2015/16 period. UNMISS will report on improvements realized in air operations in the context of the 2015/16 performance report.

Decision request	*Action taken to implement decision request*
Notes the often dangerous and hostile environment in which aircrews working under contracts with the United Nations operate, requests the Secretary-General to consider measures to be implemented to strengthen the security of such crews, including confirming that the appropriate lines of responsibility for the handling of related security aspects are in place, and to report thereon in the context of his next overview report on the financing of the United Nations peacekeeping operations (para. 38).	The Mission acknowledges the recommendation, and its Aviation Section has been providing comprehensive briefings to its aircrews, including on security and threat assessments within the area of operations.
Recalls paragraph 147 of the report of the Advisory Committee (A/69/839), requests the Secretary-General to ensure consistency, transparency and cost-efficiency in the budgeting for unmanned aerial systems in individual peacekeeping operation budget proposals in this regard, including by presenting expected accomplishments and indicators of achievement, as well as information on outputs, as appropriate, in the context of the results-based-budget framework, and also requests the Secretary-General to include comprehensive information, including on lessons learned from the utilization of unmanned aerial systems in United Nations peacekeeping operations, in his next overview report (para. 39).	For the 2015/16 period, information on the deployment of an unmanned aerial system in UNMISS, budgeted at $5 million, and related information will be provided in the context of the 2015/16 performance report. For the 2016/17 period, the Mission proposes the deployment of an unmanned aerial system budgeted at $10 million after the application of a delayed deployment factor of 50 per cent of the estimated annual amount of $20 million.
Special measures for protection from sexual exploitation and sexual abuse Also recalls paragraph 21 of its resolution 69/272 of 2 April 2015, encourages the Secretary-General to continue his efforts to strengthen accountability in all sectors of field missions, and to this end urges the Secretary-General and Member States to undertake all relevant actions within their respective areas of competence, including holding perpetrators accountable (para. 50).	UNMISS is a member of the United Nations country team in-country network on protection from sexual exploitation and abuse and has established the Mission's standing sexual exploitation and sexual abuse task force, which meets on a monthly basis to review and evaluate actions aimed at strengthening the Mission's response to sexual exploitation and sexual abuse. The expected standard of conduct of United Nations personnel and the zero-tolerance policy in connection with sexual exploitation and sexual abuse have been disseminated to all UNMISS personnel and other key commanders in the Mission's military and police components.

Decision/request	*Action taken to implement decision/request*
	In addition to mandatory training on sexual exploitation and sexual abuse attended by all categories of UNMISS personnel, special briefings to explain and articulate the key initiatives contained in the report of the Secretary-General on special measures for protection from sexual exploitation and sexual abuse (A/69/779) are regularly being held with the senior military and police commanders in the Mission. UNMISS continues its efforts to raise the awareness of its personnel to the expected standards of conduct in connection with sexual exploitation and sexual abuse.
Requests the Secretary-General to ensure the availability of easily accessible reporting mechanisms for victims of sexual exploitation and sexual abuse (para. 51).	The reporting mechanisms available in the Mission include the Conduct and Discipline Team, the Office of Internal Oversight Services, the UNMISS Special Investigations Unit, focal points in the regions, heads of offices and sections, supervisors, commanders, members of the protection from sexual exploitation and abuse task force and community leaders in protection of civilian sites. UNMISS hotline numbers, daily intranet messages, and a dedicated e-mail address and telephone numbers are widely disseminated throughout the country. The Mission has emphasized that all UNMISS personnel have an obligation to report any suspicions and incidents related to sexual exploitation and sexual abuse.
Requests the Secretary-General to make further efforts to ensure that all personnel are made fully aware of, and remain compliant with, their personal responsibilities regarding the Organization's policy of zero tolerance, upon their arrival in the mission and throughout their deployment (para. 54).	The Organization's policy of zero tolerance for sexual exploitation and sexual abuse is included in the induction programme for new staff upon their arrival in the Regional Service Centre and the Mission. In addition, there is a mandatory annual training session for all categories of UNMISS personnel and quarterly refresher briefings on sexual abuse and sexual exploitation. Regular outreach activities conducted using awareness materials continuously stress the United Nations zero-tolerance policy.

B. Advisory Committee on Administrative and Budgetary Questions

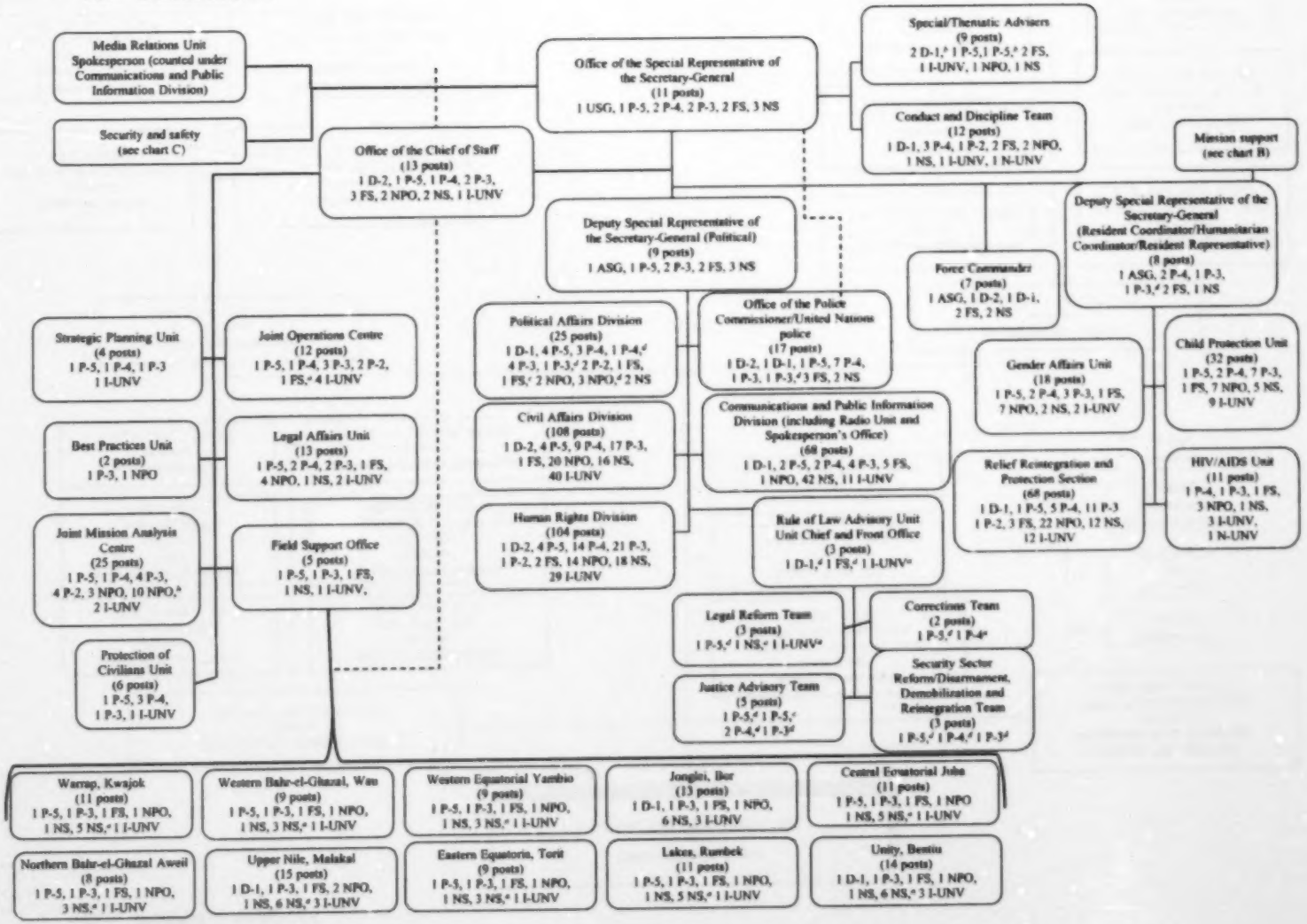
(A/69/839/Add.15)

Request recommendation	*Action taken to implement request recommendation*
The Advisory Committee reiterates that the continuing requirement for posts that have been vacant for two years or longer should be reviewed and the posts proposed for retention or abolishment in subsequent budget proposals (see A/68/782, para. 109) (para. 35).	UNMISS has identified 22 posts that are proposed for abolishment for the 2016/17 period. They have been identified throughout the budget report, by component and section/unit/office.
Taking into account its observations above, the Advisory Committee is of the view that the Mission could make greater efforts to consolidate trips and minimize the number of travellers per trip. The Committee also encourages UNMISS to review the planned trips under non-training travel outside of the Mission area, in order to ensure these resources are utilized for the purposes intended, that is, for non-training travel of Mission staff, rather than training travel or travel of Headquarters staff to missions. Furthermore, the Advisory Committee is of the view that measures such as the consolidation of trips and alternative means of communication will not only contribute to a more efficient use of financial resources but also reduce the disruptive effect that frequent or extended absences from missions can have on the day-to-day work of staff and on effective programme delivery (see also A/68/782, para. 199) (paras. 42 and 43).	UNMISS is reviewing its current practice for official travel in order to further improve its control process. The Mission is currently working on standard operating procedures and updated instructions to efficiently manage its official travel.
The Advisory Committee reiterates that projects sometimes span more than one budgetary cycle and require better long-term project planning, including the formulation of realistic budget and time frame assumptions. Details regarding multi-year projects should be included in budget submissions, including the overall status of implementation at the time of the budget request consideration (see A/68/782, para. 132) (para. 44).	The Mission has improved its management of projects through the establishment of a project management team and an integrated project team. Those teams approve and provide oversight to Mission projects. The integrated project team meets regularly to monitor progress and advise the project management team on work progress or recommend changes.

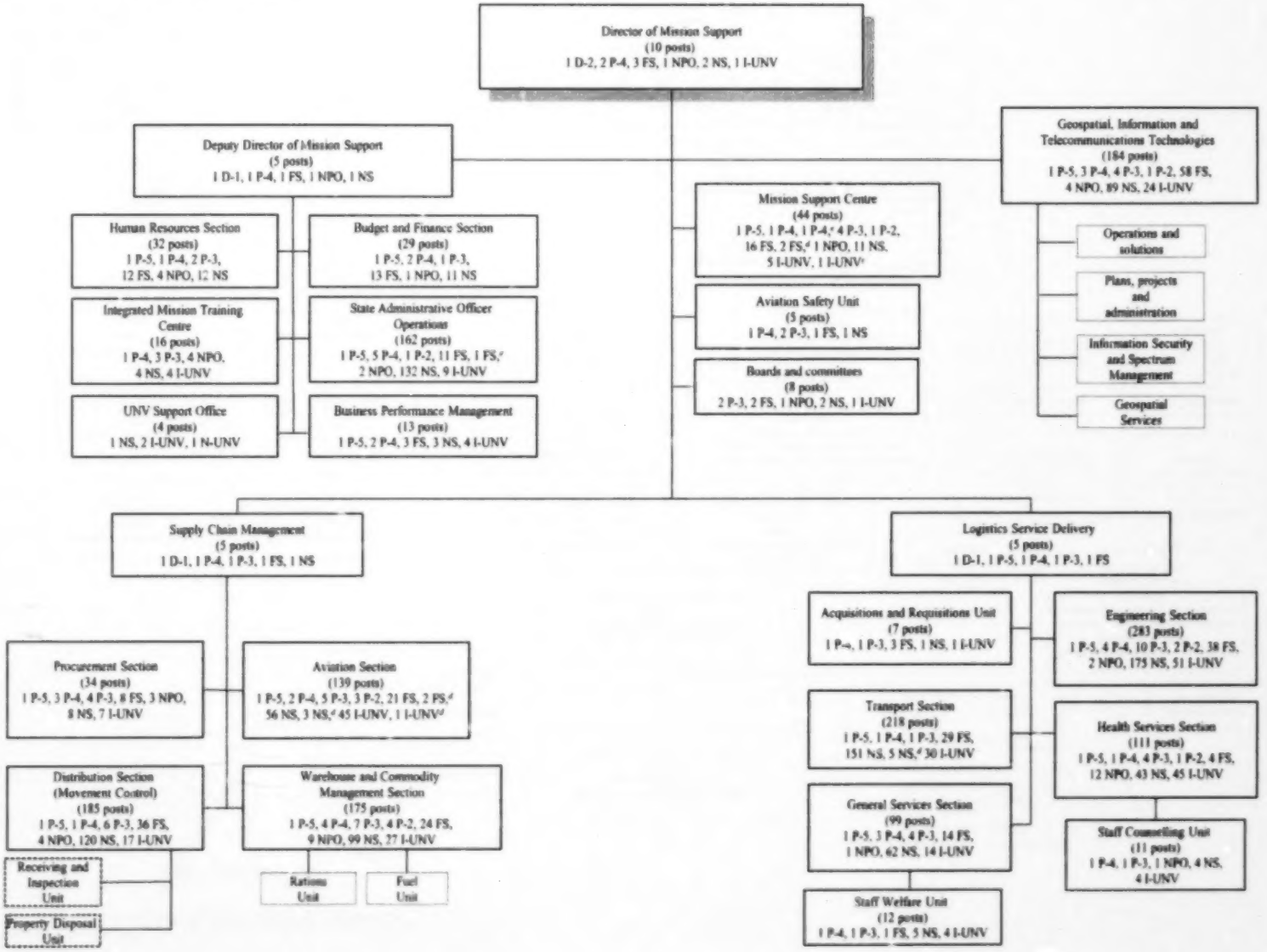
Annex

Organization charts

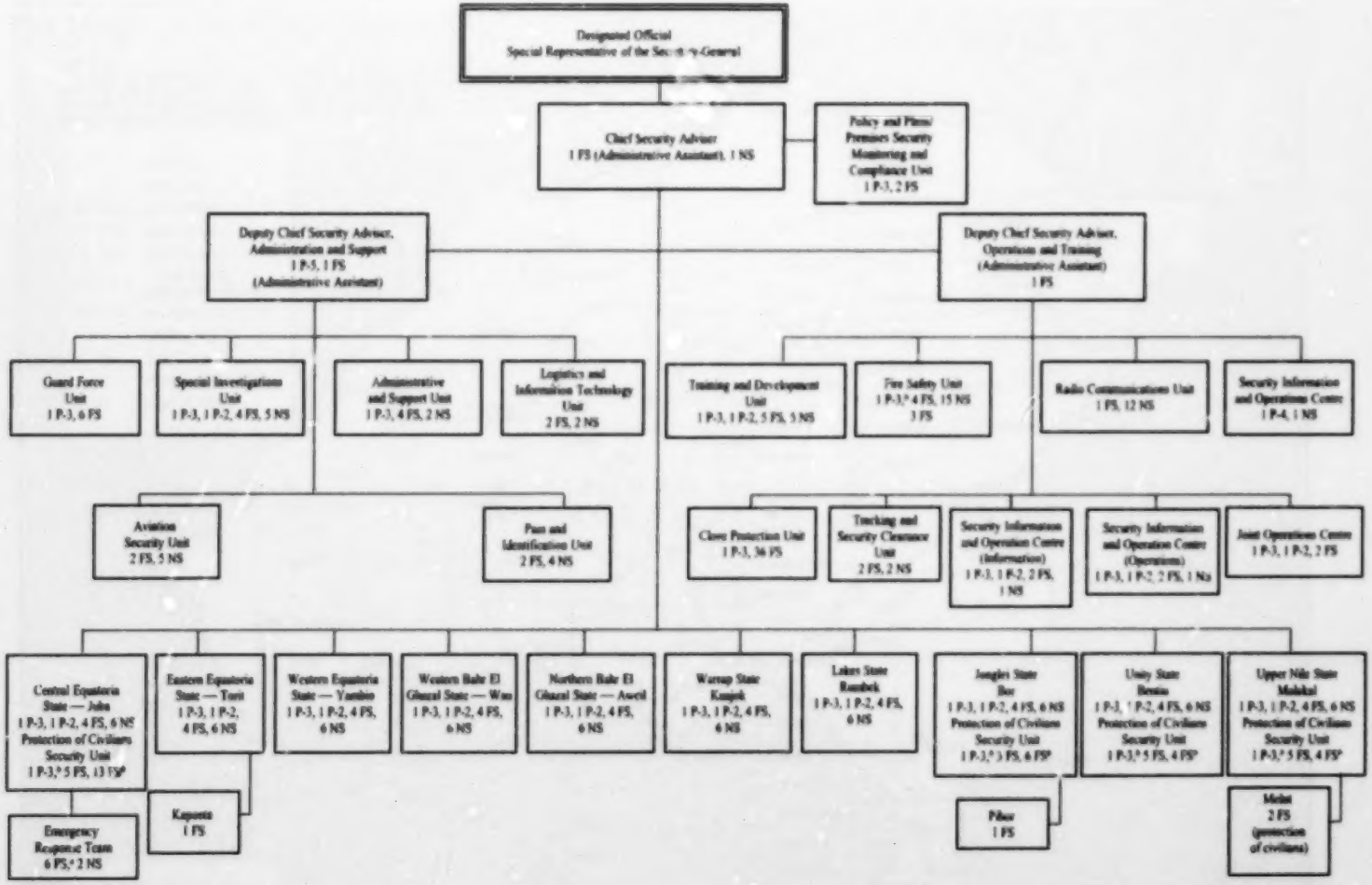
A. Substantive


Media Relations Unit
Spokesperson (counted under Communications and Public Information Division)
Security and safety (see chart C)
Office of the Special Representative of the Secretary-General
(11 posts)
1 USG, 1 P-5, 2 P-4, 2 P-3, 2 FS, 3 NS
Special/Thematic Advisers
(9 posts)
2 D-1,[b] 1 P-5,1 P-5,[b] 2 FS, 1 I-UNV, 1 NPO, 1 NS
Conduct and Discipline Team
(12 posts)
1 D-1, 3 P-4, 1 P-2, 2 FS, 2 NPO, 1 NS, 1 I-UNV, 1 N-UNV
Mission support (see chart B)
Office of the Chief of Staff
(13 posts)
1 D-2, 1 P-5, 1 P-4, 2 P-3, 3 FS, 2 NPO, 2 NS, 1 I-UNV
Deputy Special Representative of the Secretary-General (Political)
(9 posts)
1 ASG, 1 P-5, 2 P-3, 2 FS, 3 NS
Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative)
(8 posts)
1 ASG, 2 P-4, 1 P-3, 1 P-3,[d] 2 FS, 1 NS
Force Commander
(7 posts)
1 ASG, 1 D-2, 1 D-1, 2 FS, 2 NS
Strategic Planning Unit
(4 posts)
1 P-5, 1 P-4, 1 P-3
1 I-UNV
Joint Operations Centre
(12 posts)
1 P-5, 1 P-4, 3 P-3, 2 P-2, 1 FS,[a] 4 I-UNV
Best Practices Unit
(2 posts)
1 P-3, 1 NPO
Legal Affairs Unit
(13 posts)
1 P-5, 2 P-4, 2 P-3, 1 FS, 4 NPO, 1 NS, 2 I-UNV
Joint Mission Analysis Centre
(25 posts)
1 P-5, 1 P-4, 4 P-3, 4 P-2, 3 NPO, 10 NPO,[b] 2 I-UNV
Field Support Office
(5 posts)
1 P-5, 1 P-3, 1 FS, 1 NS, 1 I-UNV,
Protection of Civilians Unit
(6 posts)
1 P-5, 3 P-4, 1 P-3, 1 I-UNV
Political Affairs Division
(25 posts)
1 D-1, 4 P-5, 3 P-4, 1 P-4,[c] 4 P-3, 1 P-3,[c] 2 P-2, 1 FS, 1 FS,[c] 2 NPO, 3 NPO,[c] 2 NS
Office of the Police Commissioner/United Nations police
(17 posts)
1 D-2, 1 D-1, 1 P-5, 7 P-4, 1 P-3, 1 P-3,[d] 3 FS, 2 NS
Civil Affairs Division
(108 posts)
1 D-2, 4 P-5, 9 P-4, 17 P-3, 1 FS, 20 NPO, 16 NS, 40 I-UNV
Communications and Public Information Division (including Radio Unit and Spokesperson's Office)
(68 posts)
1 D-1, 2 P-5, 2 P-4, 4 P-3, 5 FS, 1 NPO, 42 NS, 11 I-UNV
Human Rights Division
(104 posts)
1 D-2, 4 P-5, 14 P-4, 21 P-3, 1 P-2, 2 FS, 14 NPO, 18 NS, 29 I-UNV
Rule of Law Advisory Unit
Unit Chief and Front Office
(3 posts)
1 D-1,[d] 1 FS,[d] 1 I-UNV[a]
Gender Affairs Unit
(18 posts)
1 P-5, 2 P-4, 3 P-3, 1 FS, 7 NPO, 2 NS, 2 I-UNV
Child Protection Unit
(32 posts)
1 P-5, 2 P-4, 7 P-3, 1 FS, 7 NPO, 5 NS, 9 I-UNV
Relief Reintegration and Protection Section
(68 posts)
1 D-1, 1 P-5, 5 P-4, 11 P-3 1 P-2, 3 FS, 22 NPO, 12 NS, 12 I-UNV
HIV/AIDS Unit
(11 posts)
1 P-4, 1 P-3, 1 FS, 3 NPO, 1 NS, 3 I-UNV, 1 N-UNV
Legal Reform Team
(3 posts)
1 P-5,[d] 1 NS,[d] 1 I-UNV[a]
Justice Advisory Team
(5 posts)
1 P-5,[d] 1 P-5,[c] 2 P-4,[d] 1 P-3[d]
Corrections Team
(2 posts)
1 P-5,[d] 1 P-4[d]
Security Sector Reform/Disarmament, Demobilization and Reintegration Team
(3 posts)
1 P-5,[d] 1 P-4,[d] 1 P-3[d]
Warrap, Kwajok
(11 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 1 NS, 5 NS,[a] 1 I-UNV
Western Bahr-el-Ghazal, Wau
(9 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 1 NS, 3 NS,[a] 1 I-UNV
Western Equatorial Yambio
(9 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 1 NS, 3 NS,[a] 1 I-UNV
Jonglei, Bor
(13 posts)
1 D-1, 1 P-3, 1 FS, 1 NPO, 6 NS, 3 I-UNV
Central Equatorial Juba
(11 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO 1 NS, 5 NS,[a] 1 I-UNV
Northern Bahr-el-Ghazal Aweil
(8 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 3 NS,[a] 1 I-UNV
Upper Nile, Malakal
(15 posts)
1 D-1, 1 P-3, 1 FS, 2 NPO, 1 NS, 6 NS,[a] 3 I-UNV
Eastern Equatoria, Torit
(9 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 1 NS, 3 NS,[a] 1 I-UNV
Lakes, Rumbek
(11 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 1 NS, 5 NS,[a] 1 I-UNV
Unity, Bentiu
(14 posts)
1 D-1, 1 P-3, 1 FS, 1 NPO, 1 NS, 6 NS,[a] 3 I-UNV

B. Mission support


Director of Mission Support
(10 posts)
1 D-2, 2 P-4, 3 FS, 1 NPO, 2 NS, 1 I-UNV
Deputy Director of Mission Support
(5 posts)
1 D-1, 1 P-4, 1 FS, 1 NPO, 1 NS
Human Resources Section
(32 posts)
1 P-5, 1 P-4, 2 P-3,
12 FS, 4 NPO, 12 NS
Budget and Finance Section
(29 posts)
1 P-5, 2 P-4, 1 P-3,
13 FS, 1 NPO, 11 NS
Integrated Mission Training Centre
(16 posts)
1 P-4, 3 P-3, 4 NPO,
4 NS, 4 I-UNV
State Administrative Officer Operations
(162 posts)
1 P-5, 5 P-4, 1 P-2, 11 FS, 1 FS,[c]
2 NPO, 132 NS, 9 I-UNV
UNV Support Office
(4 posts)
1 NS, 2 I-UNV, 1 N-UNV
Business Performance Management
(13 posts)
1 P-5, 2 P-4, 3 FS, 3 NS, 4 I-UNV
Mission Support Centre
(44 posts)
1 P-5, 1 P-4, 1 P-4,[c] 4 P-3, 1 P-2,
16 FS, 2 FS,[d] 1 NPO, 11 NS,
5 I-UNV, 1 I-UNV[c]
Aviation Safety Unit
(5 posts)
1 P-4, 2 P-3, 1 FS, 1 NS
Boards and committees
(8 posts)
2 P-3, 2 FS, 1 NPO, 2 NS, 1 I-UNV
Geospatial, Information and Telecommunications Technologies
(184 posts)
1 P-5, 3 P-4, 4 P-3, 1 P-2, 58 FS,
4 NPO, 89 NS, 24 I-UNV
Operations and solutions
Plans, projects and administration
Information Security and Spectrum Management
Geospatial Services
Supply Chain Management
(5 posts)
1 D-1, 1 P-4, 1 P-3, 1 FS, 1 NS
Procurement Section
(34 posts)
1 P-5, 3 P-4, 4 P-3, 8 FS, 3 NPO,
8 NS, 7 I-UNV
Aviation Section
(139 posts)
1 P-5, 2 P-4, 5 P-3, 3 P-2, 21 FS, 2 FS,[d]
56 NS, 3 NS,[d] 45 I-UNV, 1 I-UNV[d]
Distribution Section (Movement Control)
(185 posts)
1 P-5, 1 P-4, 6 P-3, 36 FS,
4 NPO, 120 NS, 17 I-UNV
Warehouse and Commodity Management Section
(175 posts)
1 P-5, 4 P-4, 7 P-3, 4 P-2, 24 FS,
9 NPO, 99 NS, 27 I-UNV
Receiving and Inspection Unit
Property Disposal Unit
Rations Unit
Fuel Unit
Logistics Service Delivery
(5 posts)
1 D-1, 1 P-5, 1 P-4, 1 P-3, 1 FS
Acquisitions and Requisitions Unit
(7 posts)
1 P-4, 1 P-3, 3 FS, 1 NS, 1 I-UNV
Transport Section
(218 posts)
1 P-5, 1 P-4, 1 P-3, 29 FS,
151 NS, 5 NS,[d] 30 I-UNV
General Services Section
(99 posts)
1 P-5, 3 P-4, 4 P-3, 14 FS,
1 NPO, 62 NS, 14 I-UNV
Staff Welfare Unit
(12 posts)
1 P-4, 1 P-3, 1 FS, 5 NS, 4 I-UNV
Engineering Section
(283 posts)
1 P-5, 4 P-4, 10 P-3, 2 P-2, 38 FS,
2 NPO, 175 NS, 51 I-UNV
Health Services Section
(111 posts)
1 P-5, 1 P-4, 4 P-3, 1 P-2, 4 FS,
12 NPO, 43 NS, 45 I-UNV
Staff Counselling Unit
(11 posts)
1 P-4, 1 P-3, 1 NPO, 4 NS,
4 I-UNV

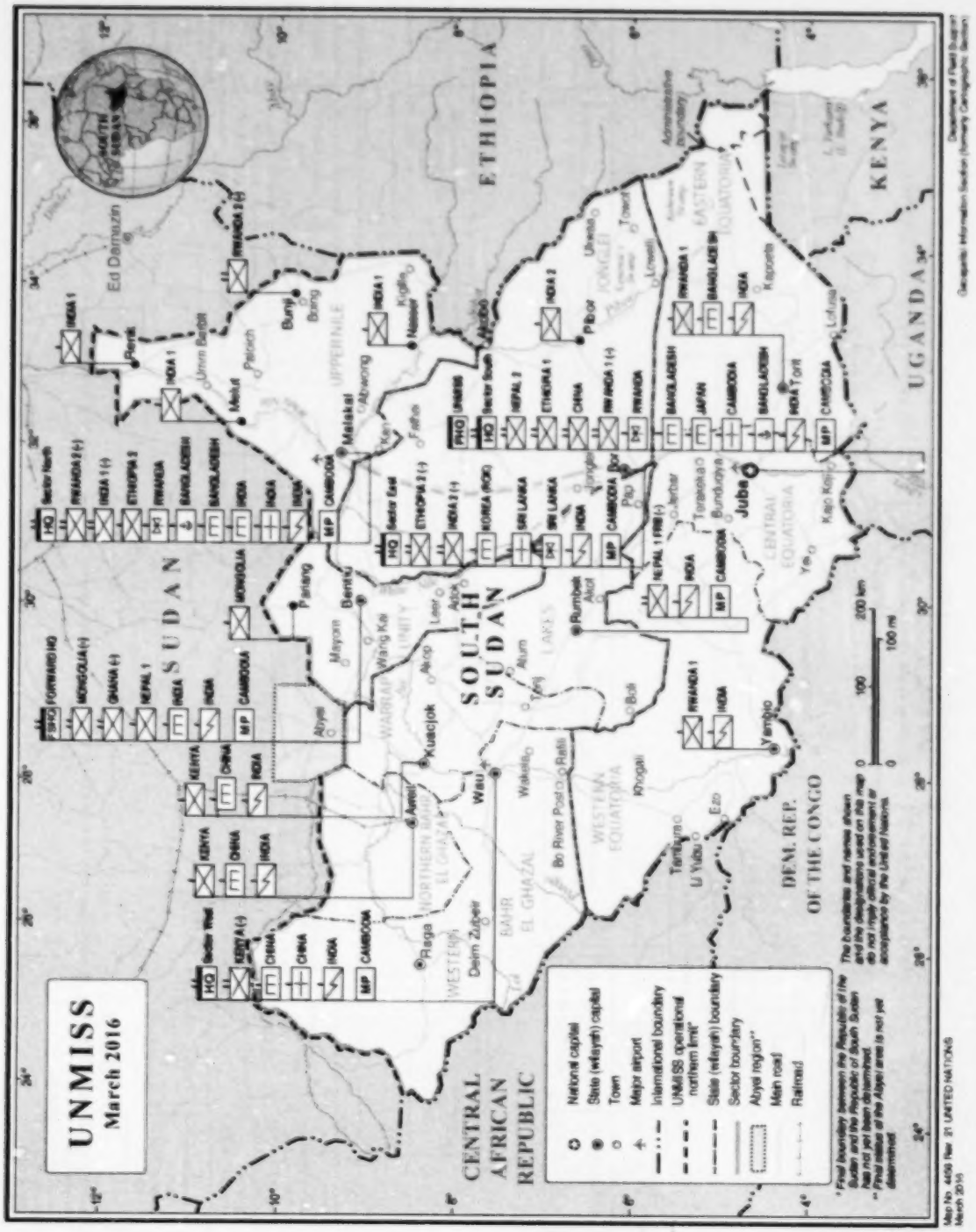
C. Security and safety


Designated Official
Special Representative of the Secretary-General
Chief Security Adviser
1 FS (Administrative Assistant), 1 NS
Policy and Plans/ Premises Security Monitoring and Compliance Unit
1 P-3, 2 FS
Deputy Chief Security Adviser, Administration and Support
1 P-5, 1 FS
(Administrative Assistant)
Deputy Chief Security Adviser, Operations and Training
(Administrative Assistant)
1 FS
Guard Force Unit
1 P-3, 6 FS
Special Investigations Unit
1 P-3, 1 P-2, 4 FS, 5 NS
Administrative and Support Unit
1 P-3, 4 FS, 2 NS
Logistics and Information Technology Unit
2 FS, 2 NS
Training and Development Unit
1 P-3, 1 P-2, 5 FS, 5 NS
Fire Safety Unit
1 P-3,[a] 4 FS, 15 NS
3 FS
Radio Communications Unit
1 FS, 12 NS
Security Information and Operations Centre
1 P-4, 1 NS
Aviation Security Unit
2 FS, 5 NS
Pass and Identification Unit
2 FS, 4 NS
Close Protection Unit
1 P-3, 36 FS
Tracking and Security Clearance Unit
2 FS, 2 NS
Security Information and Operation Centre (Information)
1 P-3, 1 P-2, 2 FS, 1 NS
Security Information and Operation Centre (Operations)
1 P-3, 1 P-2, 2 FS, 1 Na
Joint Operations Centre
1 P-3, 1 P-2, 2 FS
Central Equatoria State — Juba
1 P-3, 1 P-2, 4 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[b] 5 FS, 13 FS[c]
Eastern Equatoria State — Torit
1 P-3, 1 P-2, 4 FS, 6 NS
Western Equatoria State — Yambio
1 P-3, 1 P-2, 4 FS, 6 NS
Western Bahr El Ghazal State — Wau
1 P-3, 1 P-2, 4 FS, 6 NS
Northern Bahr El Ghazal State — Aweil
1 P-3, 1 P-2, 4 FS, 6 NS
Warrap State Kuajok
1 P-3, 1 P-2, 4 FS, 6 NS
Lakes State Rumbek
1 P-3, 1 P-2, 4 FS, 6 NS
Jonglei State Bor
1 P-3, 1 P-2, 4 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[b] 5 FS, 6 FS[c]
Unity State Bentiu
1 P-3, [f] P-2, 4 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[b] 5 FS, 4 FS[c]
Upper Nile State Malakal
1 P-3, 1 P-2, 4 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[b] 5 FS, 4 FS[c]
Emergency Response Team
6 FS,[c] 2 NS
Kapoeta
1 FS
Pibor
1 FS
Melut
2 FS
(protection of civilians)

Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; I-UNV, international United Nations Volunteer; N-UNV, national United Nations Volunteer; NPO, National Professional Officer; NS, national staff; USG, Under-Secretary-General.

[a] Redeployment.
[b] General temporary assistance.
[c] Reassignment.
[d] Establishment.
[e] Reclassification.

Map


UNMISS
March 2016
SOUTH SUDAN
SUDAN
ETHIOPIA
KENYA
UGANDA
CENTRAL AFRICAN REPUBLIC
DEM. REP. OF THE CONGO
Ed Damazin
Renk
Bunj
Melut
Malakal
Nasir
Pibor
Ulang
Lankien
Paloich
Abwong
Fathole
Kiptiri
Akobo
Waat
Lekuangole
Boma
Jonglei
Lowoi
Kapoeta
Torit
Juba
Bor
Pibor
Tonga
Bentiu
Mayom
Wang Kai
Leer
Ajiep
Abiemnhom
Rubkona
Alort
Yida
Pariang
Abyei
Kadugli
Dilling
Kauda
Talodi
Kurmuk
Assosa
Asosa
Aweil
Wau
Raga
Deim Zubeir
Wakella
Bo River Post
Ratili
Tambura
Ezo
Yambio
Maridi
Yei
Kaya
Kajo Keji
Lafon
Khogali
Ganyiel
Rumbek
Akot
Tonj
Gogrial
Warrap
Unity
Lakes
Jonglei
Upper Nile
Northern Bahr el Ghazal
Western Bahr el Ghazal
Western Equatoria
Central Equatoria
Eastern Equatoria
National capital
State (wilayah) capital
Town
Major airport
International boundary
UNMISS operational northern limit*
State (wilayah) boundary
Sector boundary
Abyei region**
Main road
Railroad
* Final boundary between the Republic of the Sudan and the Republic of South Sudan has not yet been determined.
** Final status of the Abyei area is not yet determined.
The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.
0 100 200 km
0 100 mi
Department of Field Support
Geospatial Information Section (formerly Cartographic Section)
Map No. 4456 Rev. 21 UNITED NATIONS
March 2016